

4

200 1 9 68

DEPARTMENT OF THE AIR FORCE

JUSTIFICATION OF ESTIMATES FOR FISCAL YEARS 1990/1991
BIENNIAL BUDGET ESTIMATES
SUBMITTED TO CONGRESS JANUARY 1989

AD-A209 012

DTIC
ELECTE
JUN 14 1989
S D CS



DISTRIBUTION STATEMENT A
Approved for public release
Distribution Unlimited

Military Personnel, Air Force

MILITARY PERSONNEL, AIR FORCE

TABLE OF CONTENTS

Page No.

1

2

4

5

6

7

8

10

13

17

21

52

85

88

97

118

125

127

SECTION 1 - Summary of Requirements by Budget Program

SECTION 2 - Introductory Statement

SECTION 3 - Summary Tables:

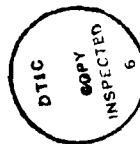
1. Summary of Military Personnel Strength
2. Military Personnel by End Strength by Grade
3. Military Personnel Average Strength by Grade
4. Military Personnel Active Duty Strengths by Month
5. Gains and Losses by Source and Type
6. Summary of Entitlements by Subjectivity
7. Analysis of Appropriation Changes
8. Schedule Of Increases and Decreases

SECTION 4 - Detail of Military Personnel Entitlements:

1. Pay and Allowances of Officers
2. Pay and Allowances of Enlisted
3. Pay and Allowances of Cadets
4. Subsistence of Enlisted Personnel
5. Permanent Change of Station Travel
6. Other Military Personnel Costs

SECTION 5 - Special Analysis:

1. Schedule of Military Personnel Assigned Outside DOD
2. Reimbursable Programs



ACCOUNTING	✓
NTIS	
DTIC	
UNCLASSIFIED	
DATE	
BY	
CLASS	
DATE	
DTIC	
A-1	

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

	FY 1988 <u>Actual</u>	FY 1989 <u>Estimate</u>	FY 1990 <u>Estimate</u>	FY 1991 <u>Estimate</u>
<u>Direct Program</u>				
Pay and Allowances of Officers	6,307,418	6,464,720	6,525,550	6,629,721
Pay and Allowances of Enlisted	11,985,491	12,053,862	12,053,453	12,261,663
Pay and Allowances of Cadets	34,725	35,703	36,871	38,057
Subsistence of Enlisted Personnel	872,336	871,208	903,919	922,853
Permanent Change of Station Travel	769,890	807,925	872,868	889,467
Other Military Personnel Programs	40,000	35,333	38,539	39,339
Total Direct Program	20,009,860	20,268,751	20,431,200	20,781,100
<u>Reimbursable Program</u>				
Pay and Allowances of Officers	81,438	83,562	82,718	86,680
Pay and Allowances of Enlisted	56,244	55,471	54,912	57,634
Subsistence of Enlisted Personnel	50,432	54,980	58,227	62,788
Permanent Change of Station Travel	1,529	1,587	1,543	1,698
Total Reimbursable Program	189,643	195,600	197,400	208,800
<u>Total Program</u>				
Pay and Allowances of Officers	6,388,856	6,548,282	6,608,268	6,716,401
Pay and Allowances of Enlisted	12,041,735	12,109,333	12,108,365	12,319,297
Pay and Allowances of Cadets	34,725	35,703	36,871	38,057
Subsistence of Enlisted Personnel	922,768	926,188	962,146	985,641
Permanent Change of Station Travel	771,419	809,512	874,411	891,165
Other Military Personnel Programs	40,000	35,333	38,539	39,339
Total Obligations	20,199,503	20,464,351	20,628,600	20,989,900

SECTION 2

INTRODUCTORY STATEMENT

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

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

FISCAL YEAR 1988

The Fiscal Year 1988 column, Fiscal Year 1990/1991 budget estimate reflects the Congressional appropriation of \$20,199,503 with an end strength of 576,446. The related manyears are 593,015.

FISCAL YEAR 1989

The Fiscal Year 1989 column, Fiscal Year 1990/1991 President's Budget has been adjusted to reflect the following actions:

- (a) Fiscal Year 1989 End Strength and Associated Manyears. The current FY 1989 position reflects an end strength of 570,965 which is below the FY 1989 Congressionally authorized end strength of 575,100. Associated manyears in the current FY 1989 estimate are 577,817.
- (b) Fiscal Year 1989 Funding Level. The FY 1989 funding level reflects the Congressional appropriation of \$20,464,351 which includes retired pay accrual at Normal Cost Percentages of 50.2% of basic pay. The Fiscal Year 1989 Column, Fiscal Year 1990/1991 President's Budget includes a request for \$68.0 million pending prior approval reprogramming request which is awaiting approval from Congressional committees.
- (c) Pay Raise. The current FY 1989 estimate reflects the requirement for the 1 January 1989 overall 4.3% pay raise (+ \$573.9 millions).
- (d) Aviator Continuation Pay. In FY 1989, the Aviator Continuation Pay (+ \$36.2M) was initially offered to improve pilot retention. Congress authorized FY 1989 payment from 1 January 1989 through 30 September 1989.

Inflation: The economic assumption for inflation between FY 1988 and FY 1989 is 4.0%.

FISCAL YEAR 1990 AND 1991

Fiscal Year 1990.

The Fiscal Year 1990 estimate is based on a planned end strength of 571,100 (\$73,833 manyears).

a. Retired Pay Accrual. The DoD Board of Actuaries has updated the actuarial assumptions on decrement rates and revised economic assumptions resulting in a reduction to retired pay accrual Normal Cost Percentages. The effect of these changes is a decrease in the projected payment from this appropriation to the Military Retirement Trust Fund beginning in FY 1990 (49.3% revised to 43.9%).

b. Pay raise. The FY 1990 estimate reflects the 1 January 1990 pay raise of 3.6% (+ \$485.9 millions).

c. Aviator Continuation Pay. Aviator Continuation Pay is budgeted as a retention incentive to the pilots who have accepted this bonus and the newly eligible candidates.

d. Inflation. The economic assumption for inflation between FY 1989 and FY 1990 is 3.6%.

Fiscal Year 1991.

The Fiscal Year 1991 estimate is based on an end strength of 566,800 and associated manyears of 570,977. The decrease from FY 1990 of 4,300 is primarily a result of programmatic reductions associated with the Ground Launched Cruise Missile (GLCM).

a. Retired Pay Accrual. The Normal Cost Percentages for FY 1991 have been revised from 48.5% to 43.2% of basic pay.

b. Pay raise. The FY 1991 estimate reflects the 1 January 1991 payraise of 3.2% (+ \$440.4 millions).

c. Aviator Continuation Pay. Aviator Continuation Pay is in this budget to pay the pilots that have accepted this retention incentive and the newly eligible candidates.

d. Inflation. The economic assumption for inflation between FY 1990 and FY 1991 is 3.3%.

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

	1988 Actual		1989 Estimate		1990 Estimate		1991 Estimate	
	Work Years	End Strengths	Work Years	End Strengths	Work Years	End Strengths	Work Years	End Strengths
<u>Direct Program</u>								
Officers	105,666	104,388	103,997	103,860	102,874	101,523	101,101	101,396
Enlisted	479,936	465,942	466,557	461,147	463,786	463,684	462,744	459,531
Cadets	4,360	4,464	4,380	4,417	4,380	4,417	4,380	4,417
Total Direct Program	589,962	574,794	574,934	569,424	571,040	569,624	568,225	565,344
<u>Reimbursable Program</u>								
Officers	1,258	738	1,224	714	1,172	734	1,166	730
Enlisted	1,795	914	1,659	827	1,621	742	1,586	726
Cadets	0	0	0	0	0	0	0	0
Total Reimbursable Program	3,053	1,652	2,883	1,541	2,793	1,476	2,752	1,456
<u>Total Program</u>								
Officers	106,924	105,126	105,221	104,574	104,046	102,257	102,267	102,126
Enlisted	481,731	466,856	468,216	461,974	465,407	464,426	464,330	460,257
Cadets	4,360	4,464	4,380	4,417	4,380	4,417	4,380	4,417
Total Program	593,015	576,446	577,817	570,965	573,833	571,100	570,977	566,800

**MILITARY PERSONNEL, AIR FORCE
END STRENGTH BY GRADE 1/
(TOTAL PROGRAM)**

	FY 1988		FY 1989		FY 1990		FY 1991	
	TOTAL	REIMB INCL	TOTAL	REIMB INCL	TOTAL	REIMB INCL	TOTAL	REIMB INCL
<u>Commissioned Officers</u>								
0-10 General	13	0	13	0	13	0	13	0
0-9 Lt General	37	0	38	0	38	0	38	0
0-8 Major General	117	3	116	3	116	3	116	3
0-7 Brig General	167	1	167	1	167	1	167	1
0-6 Colonel	5,509	56	5,334	56	5,103	55	5,302	56
0-5 Lt Colonel	12,426	149	12,431	140	12,504	147	12,321	146
0-4 Major	19,615	235	19,787	230	19,150	234	18,942	233
0-3 Captain	43,046	255	43,247	251	43,979	255	42,521	252
0-2 1st Lieutenant	14,601	31	12,866	29	12,015	31	13,340	31
0-1 2nd Lieutenant	9,595	8	10,575	4	9,172	8	9,366	8
Total	105,126	738	104,574	714	102,257	734	102,126	730
<u>Enlisted Personnel</u>								
E-9 Chief Master Sergeant	4,858	7	4,620	7	4,644	6	4,603	6
E-8 Senior Master Sergeant	9,677	45	9,239	37	9,289	33	9,205	32
E-7 Master Sergeant	38,853	121	39,268	105	39,476	94	39,122	92
E-6 Technical Sergeant	58,942	127	57,747	118	58,053	105	57,532	104
E-5 Staff Sergeant	111,799	233	110,874	220	111,462	197	110,462	193
E-4 Sergeant	116,955	215	122,885	205	123,537	183	122,428	180
E-3 Airman First Class	84,749	166	84,380	135	81,488	124	82,518	119
E-2 Airman	27,987	0	17,968	0	18,899	0	19,960	0
E-1 Airman Basic	13,056	0	14,993	0	17,578	0	14,427	0
Total	466,856	914	461,974	827	464,426	742	460,257	726
<u>Cadets</u>	4,464	0	4,417	0	4,417	0	4,417	0
Total Strength	576,446	1,652	570,965	1,541	571,100	1,476	566,900	1,456

**MILITARY PERSONNEL, AIR FORCE
AVERAGE STRENGTH BY GRADE 1/
TOTAL PROGRAM**

	FY 1988		FY 1989		FY 1990		FY 1991	
	TOTAL	REIMB INCL	TOTAL	REIMB INCL	TOTAL	REIMB INCL	TOTAL	REIMB INCL
<u>Commissioned Officers</u>								
O-10 General	13	0	13	0	13	0	13	0
O-9 Lt General	38	0	38	0	38	0	38	0
O-8 Major General	117	3	117	3	117	3	117	3
O-7 Brig General	167	1	168	1	168	1	168	1
O-6 Colonel	5,614	58	5,532	52	5,312	51	5,268	51
O-5 Lt Colonel	12,525	262	12,469	259	12,621	249	12,525	248
O-4 Major	19,879	439	19,983	428	19,709	412	19,143	409
O-3 Captain	42,429	445	42,566	439	43,936	420	43,403	418
O-2 1st Lieutenant	15,070	42	13,933	38	12,819	36	12,390	36
O-1 2nd Lieutenant	11,074	8	10,402	4	9,268	0	9,202	0
Total	106,926	1,258	105,221	1,224	104,046	1,172	102,267	1,166
<u>Enlisted Personnel</u>								
E-9 Chief Master Sergeant	5,048	7	4,784	7	4,637	7	4,646	6
E-8 Senior Master Sergeant	10,104	50	9,411	48	9,294	47	9,293	45
E-7 Master Sergeant	39,244	241	39,373	229	39,470	224	39,378	218
E-6 Technical Sergeant	58,866	252	58,782	241	57,987	235	58,082	230
E-5 Staff Sergeant	112,004	478	112,450	415	111,502	405	108,906	396
E-4 Sergeant	117,520	429	117,032	392	122,417	383	119,743	379
E-3 Airman First Class	94,602	338	87,417	327	84,159	320	78,496	312
E-2 Airman	28,763	0	24,770	0	19,442	0	27,783	0
E-1 Airman Basic	15,580	0	14,197	0	16,499	0	18,003	0
Total	481,731	1,795	468,216	1,659	465,407	1,621	464,330	1,586
<u>Ordnance</u>	4,364	0	4,380	0	4,380	0	4,380	0
<u>Total Average Strength</u>	593,021	3,053	577,817	2,883	573,833	2,793	570,977	2,752

**MILITARY PERSONNEL, AIR FORCE
ACTIVE DUTY STRENGTHS BY MONTHS
(In Thousands)**

	FY 1988				FY 1989*				FY 1990				FY 1991			
	Off	Enl	Cadet	Total	Off	Enl	Cadet	Total	Off	Enl	Cadet	Total	Off	Enl	Cadet	Total
September	107.3	495.2	4.5	607.0	105.1	466.9	4.5	576.5	104.6	462.0	4.4	571.0	102.3	464.4	4.4	571.1
October	107.3	494.5	4.4	606.2	104.8	465.6	4.4	574.8	104.5	462.4	4.4	571.3	101.9	464.2	4.4	570.5
November	107.1	494.1	4.4	605.6	104.7	468.3	4.4	577.4	104.3	463.2	4.4	571.9	101.9	464.4	4.4	570.7
December	107.1	493.9	4.4	605.4	105.0	469.6	4.4	579.0	104.3	463.7	4.4	572.4	101.9	464.3	4.4	570.6
January	107.3	492.9	4.4	604.6	105.2	470.4	4.4	580.0	104.3	464.4	4.4	573.1	101.9	464.4	4.4	570.7
February	107.3	491.9	4.4	603.6	105.0	471.2	4.4	580.6	104.2	465.1	4.4	573.7	102.1	464.4	4.4	570.9
March	107.2	483.1	4.3	594.6	105.2	466.7	4.4	576.3	104.1	465.8	4.4	574.3	102.0	464.8	4.4	571.2
April	107.0	470.5	4.3	581.8	105.2	466.4	4.4	576.0	104.0	465.5	4.4	573.9	102.2	464.6	4.4	571.2
May	106.6	468.3	4.3	579.2	105.4	465.8	3.3	574.5	103.7	465.6	3.4	572.7	102.0	464.2	3.4	569.6
June	107.5	468.2	4.7	580.4	106.4	465.1	4.6	576.1	104.2	465.2	4.7	574.1	103.0	464.6	4.7	572.3
July	106.4	468.0	4.5	578.9	105.8	464.1	4.5	574.4	103.7	464.9	4.6	573.2	103.0	462.8	4.6	570.4
August	105.8	467.6	4.5	577.9	104.9	463.1	4.5	572.5	102.8	464.5	4.5	571.8	102.2	461.6	4.5	568.3
September	105.1	466.9	4.5	576.4	104.6	462.0	4.4	571.0	102.3	464.4	4.4	571.1	102.1	460.3	4.4	566.8
Many years	106.9	481.7	4.4	593.0	105.2	468.2	4.4	577.8	104.0	465.4	4.4	573.8	102.3	464.3	4.4	571.0

1/May Not Add Due To Rounding
* FY 1989 actual through November 1989

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

Gains and Losses by Source and Type - Officers

	<u>ACTUAL FY 1988</u>	<u>PROJECTED FY 1989</u>	<u>PROJECTED FY 1990</u>	<u>PROJECTED FY 1991</u>
Gains (By Source): 1/				
Service Academies	1,049	994	939	932
ROTC 2/	3,123	3,929	2,583	2,841
Scholarship	1,376	1,312	1,326	1,295
Non Scholarship	1,747	2,617	1,257	1,546
Health Professions Scholarships	346	371	373	343
Officer Training School	901	1,500	1,000	3,092
(AECF Included In OTS Total)	228	106	71	50
Line Recall 3/	22	75	50	50
Direct Appointments 4/	1,412	1,562	1,307	1,373
Gain Adjustments	0	0	0	0
Total Gains	6,853	8,431	6,252	8,631
Losses (By Type):				
Expiration Of Contract/Obligation	3,729	3,560	3,758	3,913
Retirement	4,025	4,247	3,560	3,540
Disability	185	150	150	150
Non disability	3,840	4,097	3,410	3,390
Involuntary Separation Of Reserve Off	264	246	238	265
Involuntary Separation Of Regular Off	197	230	310	333
Reduction In Force	0	0	0	0
Attrition	725	700	703	711
Loss Adjustment	125	0	0	0
Total Losses	9,063	8,983	8,569	8,762

Notes:

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

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

<u>Gains And Losses By Source And Type - Enlisted</u>	<u>ACTUAL FY 1988</u>	<u>PROJECTED FY 1989</u>	<u>PROJECTED FY 1990</u>	<u>PROJECTED FY 1991</u>
<u>Gains (By Source)</u>				
Non Prior Service Enlistments	41,200	43,450	61,000	53,100
Male	33,060	35,094	49,410	43,011
Female	8,140	8,356	11,590	10,089
Prior Service Enlistments	346	350	400	400
Reenlistments	78,171	55,974	61,548	59,609
Reserves	29	50	50	50
Officer Candidate Programs	658	1,212	1,281	2,715
Returned From Dropped From The Rolls	0	0	0	0
Other	244	250	250	250
Gain Adjustments	1,764	157	0	0
Total Gains	122,412	101,443	124,529	116,124
<u>Losses (By Type)</u>				
ETS	23,438	15,275	25,191	23,171
Normal Early Release	2,662	3,000	3,000	3,000
Programmed Early Release	13,139	0	0	0
To Commissioned Officer	944	1,510	1,000	3,068
Reenlistments	78,171	55,974	61,548	59,609
Retirement	11,277	11,756	10,004	10,700
Dropped From Rolls (Deserters)	50	50	50	50
Attrition	21,081	18,750	21,284	20,695
Other	0	0	0	0
Loss Adjustments	38	10	0	0
Total Losses	150,800	106,325	122,077	120,293
<u>Gains And Losses By Source And Type - Cadets</u>				
<u>Gains</u>	1,496	1,357	1,407	1,402
<u>Losses</u>	1,485	1,404	1,407	1,402
<u>Attrition</u>	421	388	438	441
<u>Graduates</u>	1,064	1,016	969	961

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(In Thousands of Dollars)

	FY88			FY89			FY90			FY91		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
1. Basic Pay	3,331,337	6,466,095	9,797,432	3,403,851	6,527,219	9,931,070	3,525,656	6,731,716	10,257,372	3,615,037	6,915,104	10,530,141
2. Retired Pay Accrual	1,701,687	3,299,704	5,001,391	1,708,733	3,276,664	4,985,397	1,547,763	2,955,223	4,502,986	1,561,696	2,987,325	4,549,021
3. Basic Allowances for Quarters	449,979	882,326	1,332,305	459,175	896,245	1,355,420	474,888	907,631	1,382,519	474,042	908,908	1,382,950
A. With Dependents	342,853	714,234	1,057,087	344,400	716,519	1,060,919	355,678	719,363	1,075,041	355,538	719,567	1,075,105
B. Without Dependents	106,585	155,185	261,770	114,173	165,587	279,760	118,574	175,221	293,795	117,832	175,868	293,700
C. Partial	394	10,920	11,314	413	11,948	12,361	414	10,794	11,208	414	11,131	11,545
D. Inadequate	147	1,987	2,134	189	2,191	2,380	222	2,253	2,475	258	2,342	2,600
4. Variable Housing Allowance	102,012	168,240	270,252	106,182	176,653	282,835	106,891	175,176	282,067	108,495	184,094	292,589
5. Subsistence	146,708	922,768	1,069,476	149,536	926,188	1,075,724	153,372	962,146	1,115,518	159,463	985,641	1,145,104
A. Basic Allowance for Subsistence	146,708	794,959	941,667	149,536	794,109	943,645	153,372	823,647	977,019	159,463	832,021	991,484
1. Auth to Mess Separately	146,708	662,817	809,525	149,536	663,616	813,152	153,372	688,288	841,660	159,463	695,229	854,692
2. Leave Rations		51,649	51,649		51,663	51,663		53,583	53,583		54,125	54,125
3. Rations-in-Kind Not Avail		80,138	80,138		78,475	78,475		81,421	81,421		82,312	82,312
4. Aug for Separate Meals		355	355		355	355		355	355		355	355
B. Subsistence-In-Kind		127,809	127,809		132,079	132,079		138,499	138,499		153,620	153,620
1. Subsistence In Messes		62,475	62,475		64,282	64,282		67,539	67,539		79,112	79,112
2. Special Rations		3,379	3,379		3,496	3,496		3,621	3,621		3,741	3,741
3. Operational Rations		9,329	9,329		7,037	7,037		6,751	6,751		5,540	5,540
4. Augmentation		2,182	2,182		2,269	2,269		2,351	2,351		2,429	2,429
5. Other Programs		50,444	50,444		54,995	54,995		58,237	58,237		62,798	62,798
6. Incentive Pay, Hazardous Duty, And Aviation Career	141,852	28,108	169,960	181,337	28,166	209,503	218,985	28,166	247,151	216,425	28,166	244,591
A. Flying Duty Pay	141,164	23,073	164,237	180,547	23,128	203,675	218,195	23,128	241,323	215,635	23,128	238,763
1. Aviation Career, Officer	137,095		137,095	176,353		176,353	214,001		214,001	211,441		211,441
2. Crew Members, Enlisted		21,423	21,423		21,478	21,478		21,478	21,478		21,478	21,478
3. Noncrew Member	165	1,650	1,815	165	1,650	1,815	165	1,650	1,815	165	1,650	1,815
4. AWAC Wpns Cont.	2,349		2,349	2,506		2,506	2,506		2,506	2,506		2,506
5. Crew Members, Nonrated	1,555		1,555	1,523		1,523	1,523		1,523	1,523		1,523
B. Parachute Jumping Pay	143	1,393	1,536	172	1,393	1,565	172	1,393	1,565	172	1,393	1,565
C. Demolition Pay	99	1,789	1,888	106	1,795	1,901	106	1,795	1,901	106	1,795	1,901
D. Other Pays	398	725	1,123	420	715	1,135	420	715	1,135	420	715	1,135
E. Toxic Fuels/Live Biological	48	1,128	1,176	92	1,135	1,227	92	1,135	1,227	92	1,135	1,227

	FY88			FY89			FY90			FY91		
	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL	OFFICER	ENLISTED	TOTAL
7. Special Pays	82,392	92,928	175,320	98,350	86,676	185,026	104,790	94,513	199,303	107,270	90,604	197,874
A. Physicians	66,399		66,399	82,959		82,959	89,161		89,161	91,518		91,518
B. Dentists	14,144		14,144	13,747		13,747	13,878		13,878	13,893		13,893
C. Optometrists	238		238	242		242	245		245	246		246
D. Veterinarians	26		26	16		16	13		13	13		13
E. Sea & Foreign Duty, Total		8,001	8,001		7,782	7,782		7,800	7,800		7,758	7,758
1. Sea Duty		1	1		1	1		1	1		1	1
2. Duty at Certain Places		8,000	8,000		7,781	7,781		7,799	7,799		7,757	7,757
F. Diving Duty Pay/Hostile Fire		874	1,682		875	1,818		875	1,818		875	1,818
G. Reenlistment Bonus	808		70,284	943		64,114	943		71,157	943		66,892
1. Regular			0			0			0			0
2. Selective			70,284			64,114			71,157			66,892
H. Special Duty Assignment Pay			11,138			11,079			11,870			11,965
I. Enlistment Bonus		407	407		438	438		333	333		591	591
J. Overseas Extension Pay		768	768		768	768		768	768		768	768
K. Scientific/Engineering Bonus	444		444									
L. Form Lang Pro Pay	333		1,789									
8. Allowances	102,784	471,689	574,473	109,702	495,641	605,343	110,472	525,571	636,043	111,736	526,536	638,272
A. Uniform or Clothing Alws												
1. Initial Issue	2,656		78,461	2,993		95,385	2,367		117,128	3,080		115,634
A. Military	1,971		24,025	2,150		28,564	1,742		43,951	2,217		40,855
B. Civilian	1,371		22,317	1,686		26,992	1,251		42,344	1,726		39,236
2. Additional	600		1,708	464		1,572	491		1,607	491		1,619
3. Basic Maintenance	685		685	843		843	625		625	863		863
4. Standard Maintenance			10,486			13,643			14,960			16,351
5. Supplemental			42,293			51,325			56,547			56,488
B. Station Allow Overseas			972			1,010			1,045			1,077
1. Cost-Of-Living	97,686		480,845	104,263		494,449	105,640		503,188	106,220		506,785
2. Housing	49,056		249,785	55,568		266,219	58,687		279,229	60,169		285,452
3. Temporary Lodging	39,508		190,100	39,378		185,801	37,365		180,067	36,276		176,095
C. Family Separation Allowance			40,960			42,429			43,892			45,238
1. On PCS, No Gov't Qtrs	9,122		15,115	9,317		15,457	9,588		15,675	9,775		15,801
2. On PCS, Dep Not Auth	2,390		4,746	2,394		5,064	2,413		5,257	2,384		4,831
3. On TDY	607		6,964	587		7,000	581		7,033	566		5,397
D. General & Flag Off, Personal	1,025		3,405	1,061		3,393	1,094		3,385	1,092		7,031
9. Separation Payments	48,283	72,929	121,212	44,046	54,476	98,522	43,090	61,802	104,892	45,538	62,018	107,556
A. Terminal Leave Payments	33,672		100,466	30,773		79,114	27,730		83,397	28,729		84,612
B. Severance Pay, Disability	1,250		7,385	926		7,061	926		7,061	926		7,061
C. Severance Pay, Non-Promotion/Unfitness	13,361		13,361	12,347		12,347	14,434		14,434	15,883		15,883

	FY88			FY89			FY90			FY91		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
10. Social Security Tax Payments	281,822	559,716	841,538	287,370	567,593	854,963	322,361	628,567	950,928	316,699	616,542	933,241
11. PCS Travel	227,781	543,638	771,419	259,537	549,975	809,512	261,402	613,009	874,411	276,207	614,958	891,165
12. Other Mil Personnel Travel	247	39,753	40,000	248	35,085	35,333	249	38,290	38,539	249	39,090	39,339
A. Apprehension of Deserters		98	98		98	98		98	98		98	98
B. Interest on Uniformed Svcs Savings Deposits (MIA)	20		20	22		22	22		22	22		22
C. Death Gratuities	227	1,192	1,419	226	1,187	1,413	227	1,192	1,419	227	1,192	1,419
D. Unemployment Compensation		26,763	26,763		22,000	22,000		24,500	24,500		24,500	24,500
E. Survivor Benefits		11,700	11,700		11,800	11,800		12,500	12,500		13,300	13,300
13. Odelets	34,725		34,725	35,703		35,703	36,871		36,871	38,057		38,057
Total, All Military Personnel Appropriations Request	6,651,609	13,547,894	20,199,503	6,843,770	13,620,381	20,464,351	6,906,790	13,721,810	20,628,600	7,030,914	13,958,986	20,989,900
14. Less: Reimbursables (Retired Pay Accrual) (Other)	81,438 (16,368) (65,070)	108,205 (10,077) (98,128)	189,643 (26,445) (163,198)	83,562 (21,887) (61,675)	112,038 (13,812) (98,226)	195,600 (35,699) (159,901)	82,709 (21,902) (60,807)	114,691 (14,367) (100,324)	197,400 (36,269) (161,131)	86,694 (23,173) (63,521)	122,106 (15,227) (106,879)	208,800 (38,400) (170,400)
Total, Direct Military Personnel	6,570,171	13,439,689	20,009,860	6,760,208	13,508,543	20,268,751	6,824,081	13,607,119	20,431,200	6,944,220	13,836,880	20,781,100

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

FY 1989

(In Thousands of Dollars)

	FY 1989 AMENDED PRESIDENT'S BUDGET	CONGRESS ACTION	APPTN.	INTERNAL REALIGN. REPROG.	SUBTOTAL CHANGES	OTHER PRICE/PRGM	FY 1989 COLUMN FY 1990/1991 REQUEST
PAY AND ALLOWANCES OF OFFICERS							
Basic Pay	3,423,168	(9,877)	3,413,291	(9,440)	3,403,851		3,403,851
Retired Pay Accrual	1,717,512	(4,499)	1,713,013	(4,280)	1,708,733		1,708,733
Incentive Pay	148,221	36,200	184,421	(3,084)	181,337		181,337
Special Pay	87,644		87,644	2,458	90,102	8,300	98,402
Basic Allowance for Quarters	460,337	(1,385)	458,952	223	459,175		459,175
Variable Housing Allowance	112,366	(480)	111,886	(5,704)	106,182		106,182
Basic Allowance for Subsistence	150,540	(498)	150,042	(506)	149,536		149,536
Station Allowances Overseas	68,409		68,409		68,409	35,854	104,263
Uniform Allowances	2,556		2,556	437	2,993		2,993
Family Separation Allowances	2,664		2,664	(270)	2,394		2,394
Separation Payments	44,704		44,704	(658)	44,046		44,046
Social Security Tax-Employer's Contribution	296,347	(902)	295,445	(8,075)	287,370		287,370
Reimbursables	(79,472)		(79,472)	(4,090)	(83,562)		(83,562)
Total Obligations	6,514,468	18,559	6,533,027	(28,899)	6,504,128	44,154	6,548,282
Less Reimbursements	79,472		79,472	4,090	83,562		83,562
Total Direct Obligations	6,434,996	18,559	6,453,555	(32,989)	6,420,566	44,154 a/	6,464,720

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1989**

(In Thousands of Dollars)

	FY 1989 AMENDED PRESIDENT'S BUDGET	CONGRESS ACTION	APPTN.	INTERNAL REALIGN. REPROG.	SUBTOTAL CHANGES	OTHER PRICE/PRGM	FY 1989 COLUMN FY 1990/1991 REQUEST
<u>PAY AND ALLOWANCES OF ENLISTED PERSONNEL</u>							
Basic Pay	6,530,778	(6,949)	6,523,829	3,390	6,527,219		6,527,219
Retired Pay Accrual	3,278,449	(3,540)	3,274,909	1,755	3,276,664		3,276,664
Incentive Pay	28,076		28,076	90	28,166		28,166
Special Pay	11,465		11,465	(420)	11,045		11,045
Special Duty Assignment Pay	11,068		11,068	11	11,079		11,079
Reenlistment Bonus	72,697	(58)	72,639	(8,525)	64,114		64,114
Enlistment Bonus	1,100		1,100	(662)	438		438
Basic Allowance for Quarters	858,434	(973)	857,461	38,784	896,245		896,245
Station Allowances Overseas	254,678		254,678		254,678	135,508	390,186
Clothing Allowances	82,291		82,291	10,101	92,392		92,392
Family Separation Allowances	12,316		12,316	747	13,063		13,063
Separation Payments	56,426		56,426	(1,950)	54,476		54,476
Variable Housing Allowance	180,071		180,071	(3,418)	176,653		176,653
Social Security Tax-Employer's Contribution	568,949	(688)	568,261	(668)	567,593		567,593
Reimbursables	(52,721)		(52,721)	(2,750)	(55,471)		(55,471)
Total Obligations	11,946,798	(12,208)	11,934,590	39,235	11,973,825	135,508	12,109,333
Less Reimbursements	52,721		52,721	2,750	55,471		55,471
Total Direct Obligations	11,894,077	(12,208)	11,881,869	36,485	11,918,354	135,508 b/	12,053,862

PAY AND ALLOWANCES OF CADETS

Academy Cadets	34,942		34,942	761	35,703		35,703
Total Direct Obligations	34,942		34,942	761	35,703		35,703

**ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 1989**

(In Thousands of Dollars)

	FY 1989 AMENDED PRESIDENT'S BUDGET	CONGRESS ACTION	APPTN.	INTERNAL REALIGN. REPROG.	SUBTOTAL CHANGES	OTHER PRICE/PRGM	FY 1989 COLUMN FY 1990/1991 REQUEST
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>							
Basic Allowance for Subsistence	797,711		797,711	(3,602)	794,109		794,109
Subsistence in Kind	76,529		76,529	570	77,099		77,099
Reimbursables	<u>52,316</u>		<u>52,316</u>	<u>2,664</u>	<u>54,980</u>		<u>54,980</u>
Total Obligations	926,556		926,556	(368)	926,188		926,188
Less Reimbursements	<u>52,316</u>		<u>52,316</u>	<u>2,664</u>	<u>54,980</u>		<u>54,980</u>
Total Direct Obligations	874,240		874,240	(3,032)	871,208		871,208

PERMANENT CHANGE OF STATION
TRAVEL

Accession Travel	55,596		55,596	(5,766)	49,830	732	50,562
Training Travel	38,900		38,900	1,713	40,613	952	41,565
Operational Travel	98,882		98,882	1,297	100,179	2,031	102,210
Rotational Travel	496,239	(16,100)	480,139	(3,715)	476,424	7,268	483,692
Separation Travel	87,401		87,401	(3,329)	84,072	1,381	85,453
Travel of Organized Units	1,817		1,817	3	1,820	39	1,859
Nontemporary Storage	25,112		25,112	(327)	24,785		24,785
Temporary Lodging Expense	18,283		18,283	1,103	19,386		19,386
Reimbursables	<u>(1,587)</u>		<u>(1,587)</u>		<u>(1,587)</u>		<u>(1,587)</u>
Total Obligations	822,230	(16,100)	806,130	(9,021)	797,109	12,403	809,512
Less Reimbursements	<u>1,587</u>		<u>1,587</u>		<u>1,587</u>		<u>1,587</u>
Total Direct Obligations	820,643	(16,100)	804,543	(9,021)	795,522	12,403 c/	807,925

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

FY 1989

(In Thousands of Dollars)

	FY 1989 AMENDED PRESIDENT'S BUDGET	CONGRESS ACTION	APPTN.	INTERNAL REALIGN. REPROG.	SUBTOTAL CHANGES	OTHER PRICE/PRGM	FY 1989 COLUMN FY 1990/1991 REQUEST
--	--	--------------------	--------	---------------------------------	---------------------	---------------------	---

OTHER MILITARY PERSONNEL COSTS

Apprehension of Military Deserters,
Absentees and Escaped Military
Prisoners

Death Gratuities
Interest on Uniform Svc Savings
Unemployment Benefits
Survivor Benefits

Total Obligations
Less Reimbursements

Total Direct Obligations

Total Obligations
Less Reimbursements

Direct Obligations

AMOUNTS APPLIED TO
FINANCE INCREASED COST

TRANSFERS-IN

- a/ OFFICERS: \$8,300 Medical Retention Pay; Station Allowances, Foreign Currency \$35,854
- b/ ENLISTED: Station Allowances, Foreign Currency \$135,508
- c/ PCS: Household Goods Weight Allowance \$12,403

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

Total Military Personnel Air Force Appropriation

FY 1989 Military Personnel Air Force (Direct Program)			\$20,268,751
<u>Increases:</u>			
Basic Pay		327,318	
The increase in basic pay is the result of the annualization of the overall 1 Jan 89 4.3% pay raise and 1 Jan 90 3.6% pay raise offset by decreased workyears			
Social Security (FICA)		95,965	
Wage credit increase			
Military pay raises and rate increase from 7.51% (FY89) to 7.65% (FY90) offset by reduced workyears result in an increase in this requirement		60,000 35,965	
Permanent Change of Station		64,943	
The increase is primarily due to a combination of 3.6% inflation, move/program changes, and military pay raises			
Incentive Pay		37,648	
The increase is driven by Aviator Continuation Pay (Pilot Bonus) offset by a decrease to Aviation Career Incentive Pay (ACIP)			
Basic Allowance for Subsistence		36,547	
The increase is a result of military payraises offset by reduced officer and enlisted workyears			
Basic Allowance for Quarters		27,099	
The increase is a result of pay raises offset by decreased workyears			
Uniform Allowances		21,743	
The increase is due to 3.6% inflation and increased enlisted accessions			

Overseas Station Allowances	8,739
The increase is primarily due to exchange rate effective 1 December 1988, and Temporary Lodging Allowances impacted by inflation.	
Selective Reenlistment Bonus	7,043
Military pay raises and increased initial payments offset by decreased anniversary payments result in an overall increase in this requirement	
Special Pays	6,548
The increase is driven by a rise in Medical Incentive Pay	
Variable Housing Allowance	6,661
The increase due to 3.6% housing cost growth	
Separation Pay	6,370
The increase is driven by a rise in the number of involuntary separations due to Failure of Selection for Promotion.	
Unemployment Compensation	2,500
Increase based on unemployment rate from Department of Labor	
Reimbursables	1,403
Miscellaneous	1,867
Includes slight increases to Enlisted Special Duty Assignment Pay, Death Gratuities, Survivor Benefits, Family Separation Allowances.	
Total Increases	\$652,394
<u>Decreases:</u>	
Retired Pay Accrual	482,411
The increase is due to military pay raises and longevity grade structure increase offset by a reduction in rate from 50.2% to 43.9% and reduced workyears	
Variable Housing Allowance	7,429
The decrease due to FY 1988 payback in FY 1989	
Enlistment Bonus	105
Total Decreases	\$489,945
FY 1990 Military Personnel Air Force (Direct Program)	\$20,431,200

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

Total Military Personnel, Air Force Appropriation

FY 1990 Military Personnel Air Force (Direct Program) **\$20,431,200**

Increases:

Basic Pay 273,703

The increase in basic pay is the result of the annualization of 1 Jan 90 3.6% pay raise and 1 Jan 91 3.2% pay raise offset by decreased workyears

Retired Pay Accrual 46,035

The increase is due to military pay raises and longevity grade structure increase offset by a reduction in rate from 43.9% to 43.2% and reduced workyears

Basic Allowance for Subsistence 25,025

The increase is a result of military pay raises offset by reduced officer and enlisted workyears

Permanent Change of Station 22,778

The increase is primarily due to a combination of 3.3% inflation and military pay raises

Variable Housing Allowances 10,522

3.3% housing cost growth adjustment offset by decreased workyears result in an overall increase in this requirement

Overseas Station Allowances 3,597

Impact of pay raise on Cost of Living and inflation on Temporary Lodging Allowance results in an increase to this requirement

Separation Pay 2,664

The increase is primarily due to pay raise and an increase in involuntary separations.

Special Pays	2,483
The increase is driven by a rise in Medical payments	
Basic Allowance for Quarters	431
Military pay raises offset by a decrease in workyears results in an increase in BAQ requirement	
Miscellaneous	1,560
Includes slight increases to Enlisted Special Duty Assignment Pay, Survivor Benefits, Enlisted Family Separation Allowances, Enlistment Bonus	
Total Increases	\$388,798
<u>Decreases:</u>	
Social Security (FICA)	17,687
The increase is the result of military pay raises offset by workyear reduction and wage credit decrease	
Reimbursables	6,684
Permanent Change of Station	6,179
The decrease is a result of move/program changes	
Selective Reenlistment Bonus	4,265
Reduced initial payments and decreased anniversary payments offset by military pay raise result in an overall decrease in this requirement	
Incentive Pay	2,560
The decrease is driven by a reduced number of pilots	
Miscellaneous	1,523
Enlisted Uniform Allowance and Officers Family Separations Allowance	
Total Decreases	\$38,898
FY 1991 Military Personnel Air Force (Direct Program)	\$20,781,100

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

		<u>Amount</u>
1. <u>Pay and Allowances of Officers</u>		
FY 1989 Direct Program		\$6,464,720
<u>Increases:</u>		
Basic Pay		121,805
- Annualization of the overall 1 Jan 89 4.3% Pay Raise	+ 34,831	
- 1 Jan 90 3.6% Pay Raise	+ 92,690	
- 1,175 Workyear Decrease	- 38,011	
- Longevity/Grade Structure	+ 32,295	
Incentive Pay		37,648
- Full Year of Aviator Continuation Pay (ACP-Pilot Bonus)	+ 41,800	
- Decrease in the number of pilots entitled to receive the Aviation Career Incentive Pay (ACIP)	- 4,152	
Social Security (FICA)		34,991
- Annualization of the overall 1 Jan 89 4.3%	+ 2,604	
- 1 Jan 90 3.6% Pay Raise	+ 6,929	
- Decrease in Basic Pay workyears	- 2,804	
- Increase of FICA rate in FY 90 and the change in Maximum Wage Taxed	+ 8,262	
- Increase in Wage Credits	+ 20,000	
Basic Allowance for Quarters		15,713
- Annualization of the overall 1 Jan 89 4.3% Pay Raise	+ 7,953	
- 1 Jan 90 3.6% Pay Raise	+ 12,485	
- Resulting from workyears decrease and increase Military Family Housing	- 4,725	
Special Pays		6,440
- Medical incentive cap removed	+ 6,202	
- Increase in Dentists Special Pay	+ 131	
- Increase in the number of Linguists	+ 107	

Basic Allowance for Subsistence (BAS)		3,836
- Annualization of the overall 1 Jan 89 4.3%	+ 1,515	
- 1 Jan 90 3.6% Pay Raise	+ 4,032	
- Decrease in Basic Pay workyears	- 1,711	
Overseas Station Allowances		1,377
- Increase as a result of 3.6% pay raise	+ 534	
COLA (+ 1,543) decrease in OHA (-1,009)		
- Annualization of the overall 4.3% pay raise 1 Jan 89,	+ 472	
COLA (+ 580), decrease in OHA (- 108)		
- TLA reflects inflationary growth	+ 371	
Miscellaneous		1,572
- Variable Housing Allowance	+ 709	
- Reimbursables	+ 844	
- Family Separation Allowance	+ 19	
Total Increases		223,382
Decreases:		
Retired Pay Accrual		160,970
- Annualization of the overall 1 Jan 89 4.3% Pay Raise	+ 15,290	
- 1 Jan 90 3.6% Pay Raise	+ 40,691	
- 1,175 Workyear Decrease	- 16,687	
- Rate reduction from 50.2% to 43.9%	- 214,441	
- Longevity/Grade Structure	+ 14,177	
Miscellaneous		1,582
- Uniform Allowances	- 626	
- Separation Pay	- 956	
Total Decreases		162,552
FY 1990 Direct Program		\$6,525,550

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

1. Pay and Allowances of Officers		Amount
FY 1990 Direct Program		\$6,525,550
Increases:		
Basic Pay		89,381
- Annualization of 1 Jan 90 3.6% Pay Raise	+ 31,489	
- 1 Jan 91 3.2% Pay Raise	+ 84,730	
- 1,779 Workyear Decrease	- 60,281	
- Longevity/Grade Structure	+ 33,443	
Retire Pay Accrual		13,933
- Annualization of 1 Jan 90 3.6% Pay Raise	+ 13,603	
- 1 Jan 91 3.2% Pay Raise	+ 36,602	
- 1,779 Workyear Decrease	- 26,041	
- Rate reduction from 43.9% to 43.2%	- 24,678	
- Longevity/Grade Structure	+ 14,447	
Basic Allowance for Subsistence (BAS)		6,091
- Annualization of 1 Jan 90 3.6%	+ 2,361	
- 1 Jan 91 3.2% Pay Raise	+ 6,352	
- Decrease in Basic Pay workyears	- 2,622	
Special Pays		2,480
- Increase in the number for Medical (+1,591), Dentists (+ 31) and Linguists (+ 107)	+ 1,729	
- Increase in the average rate for Medical Special Pay (+ 766) and decrease in Dental Average Rate (- 15)	+ 751	
Separation Pay		2,448
- Pay Raise Programmed for 1 Jan 1991	+ 673	
- Annualization of 1990 pay raise	+ 326	
- Increase in the number of involuntary separations	+ 1,449	

Variable Housing Allowances		1,604
- FY 1991 VHA rate programmed increase	+ 2,749	
- Decrease in VHA workyears due to decrease in basic pay workyears	- 1,145	
Miscellaneous		1,293
- Overseas Station Allowance	+ 580	
- Uniform Allowance	+ 713	
Total Increases		117,230
<u>Decreases:</u>		
Social Security (FICA)		5,662
- Annualization of 1 Jan 90 3.6%	+ 2,354	
- 1 Jan 91 3.2% Pay Raise	+ 6,333	
- Decrease in Basic Pay workyears	- 5,511	
- Increase of FICA rate in FY 91 and the change in Maximum Wage Taxed	+ 4,162	
- Decrease in Wage Credits	- 13,000	
Incentive Pay		2,560
- Decrease in the Aviation Career Incentive Pay (ACIP)	- 2,560	
Miscellaneous		4,837
- Reimbursables	- 3,962	
- Basic Allowance for Quarters	- 846	
- Family Separation Allowance	- 29	
Total Decreases		13,059
FY 1991 Direct Program		\$6,629,721

(In Thousands of Dollars)

PROJECT: Basic Pay Officers

FY 1991	Estimate	\$3,615,037
FY 1990	Estimate	\$3,525,656
FY 1989	Estimate	\$3,403,851
FY 1988	Actual	\$3,331,337

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 1989 program of 105,221 workyears is based on a beginning strength of 105,126 and an end strength of 104,574. The FY 1990 program of 104,046 workyears is based on a beginning strength of 104,574 and ending strength of 102,257. The FY 1991 program of 102,267 workyears is based on a beginning strength of 102,257 and end strength of 102,126. Costs are determined on the basis of grade distribution and projected longevity. The average rates used are derived from the latest longevity experience adjusted by planned gains and losses for each respective year.

The estimated increase in FY 1989 over FY 1988 totals \$72,514. This is attributed to the overall 4.3% pay raise effective 1 January 1989 and the annualization of the 2% pay raise effective 1 January 1988.

The estimated increase in FY 1990 over FY 1989 totals \$121,805. This is attributed to the annualization of the overall 4.3% pay raise effective 1 January 1989 and the 3.6% pay raise effective, January 1990. The estimated increase in FY 1991 is \$89,381. The increase is driven by the 3.2% pay raise programmed for 1991 and the annualization of the 1990 pay raise.

The program reflects a decrease in workyears, in FY 1989 the decrease is 1,705 workyears, in FY 1991 workyears decrease by 1,175 and in FY 1991 workyears decrease 1,779.

(Amount in Thousands of Dollars)

Basic Pay

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>												
General	13	72,500	943	13	75,500	982	13	75,500	982	13	75,500	982
Lt. General	38	72,500	2,755	38	75,500	2,869	38	75,500	2,869	38	75,500	2,869
Maj General	117	70,413	8,238	117	75,500	8,834	117	75,500	8,834	117	75,500	8,834
Brig General	167	63,675	10,634	168	66,550	11,180	168	66,550	11,180	168	66,600	11,189
Colonel	5,614	52,126	292,635	5,532	54,126	299,425	5,337	56,484	301,455	5,268	58,320	307,230
Lt Colonel	12,525	42,797	536,032	12,469	44,561	555,631	12,641	46,481	587,573	12,525	47,926	600,273
Major	19,879	35,730	710,274	19,983	36,745	734,275	19,709	38,267	754,202	19,143	40,008	765,873
Captain	42,429	29,395	1,247,209	42,566	30,287	1,289,234	43,936	31,586	1,387,798	43,403	33,275	1,444,235
1st Lieutenant	15,070	22,581	340,300	13,933	23,462	326,896	12,819	24,079	308,666	12,390	24,524	303,852
2nd Lieutenant	11,074	16,463	182,317	10,402	16,778	174,525	9,268	17,490	162,097	9,202	18,442	169,700
Total	106,926		3,331,337	105,221		3,403,851	104,046		3,525,656	102,267		3,615,037

(In Thousands of Dollars)

FY 1991	Estimate	\$1,561,696
FY 1990	Estimate	\$1,547,763
FY 1989	Estimate	\$1,708,733
FY 1988	Actual	\$1,701,687

PROJECT: Retired Pay Accrual - Officers

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- (a) An accrual percentage of 51.2% for FY 1988, 50.2% for FY 1989, 43.9% for FY 1990 and 43.2% for FY 1991.
- (b) The total amount of basic pay expected to be paid during the fiscal year to officer members of the armed forces.

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

FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
106,926	\$15,914.62	\$1,701,687	105,221	\$16,239.47	\$1,708,733	104,046	\$14,857.76	\$1,547,763	102,267	\$15,270.77	\$1,561,696

(In Thousands of Dollars)

FY 1991	Estimate	\$216,425
FY 1990	Estimate	\$218,985
FY 1989	Estimate	\$181,337
FY 1988	Actual	\$141,852

PROJECT: Incentive Pay for Hazardous Duty

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 - 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 \$400.
- (2) Aviator Continuation Pay (ACP) - The ACP Program is a financial incentive to complement non-monetary initiatives to improve pilot retention.
- (3) Non-crew member - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performances of hazardous duty required by orders. It is paid to non-rated crew members and noncrew members (e.g. gunnery instructors, aerial photo personnel, flight nurse) only when performing such duties in fixed monthly amounts of \$110.
- (4) Air Weapons Controller - It has been difficult in recent years to retain members in Airborne Warning and Control System (AWACS) duties and at the same time AWACS missions have been increasing. As a result the rates for this duty have been increased and range from \$125 to \$350 per month.
- (5) Parachute Jumping - Duties involving parachute jumping from an aircraft in aerial flight and perform the specified minimum jumps. Payable at \$110 per month.
- (6) Experimental Stress - An unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, and (b) duty as a human acceleration/deceleration test subject. It is paid under specified conditions in a monthly amount of \$110.
- (7) Demolition - Explosive demolition as a primary duty including training for such duty. It is paid under specified conditions at a monthly rate of \$110.
- (8) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypervolc fuel, specifically, hydrazine and nitrogen tetroxide. It is paid at a monthly rate of \$110.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

(Amount in Thousands of Dollars)

Flying Duty Pay

YRS SVC Grade	New Monthly Rate	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
		Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
2	\$125	4,297	\$1,500	\$6,446	4,191	\$1,500	\$6,287	4,204	\$1,500	\$6,306	4,000	\$1,500	\$6,000
2-3	156	2,214	1,872	4,145	2,249	1,872	4,210	1,991	1,872	3,727	2,230	1,872	4,175
3-4	188	2,454	2,256	5,536	2,455	2,256	5,538	2,215	2,256	4,997	1,955	2,256	4,410
4-6	206	5,453	2,472	13,480	5,325	2,472	13,163	5,010	2,472	12,385	4,615	2,472	11,408
6-18	400	16,872	4,800	80,986	17,344	4,800	83,251	16,969	4,800	81,451	16,717	4,800	80,242
18-20	370	3,038	4,440	13,489	2,899	4,440	12,872	2,829	4,440	12,561	2,796	4,440	12,414
20-22	340	1,861	4,080	7,593	1,715	4,080	6,997	1,600	4,080	6,528	1,602	4,080	6,536
22-24	310	963	3,720	3,582	978	3,720	3,638	1,089	3,720	4,051	1,116	3,720	4,152
24-25	280	377	3,360	1,267	362	3,360	1,216	344	3,360	1,156	390	3,360	1,310
25 & over	250	176	3,000	528	976	3,000	2,928	923	3,000	2,769	913	3,000	2,739
B/G under 25	200	18	2,400	43	22	2,400	53	29	2,400	70	23	2,400	55
M/G under 25	206	0	2,472	0	0	2,472	0	0	2,472	0	0	2,472	0
Subtotal	.....	37,723		137,095	38,516		140,153	37,203		136,001	36,357		133,441
Flying Duty Non-Crew	.....	125	1,320	165	125	1,320	165	125	1,320	165	125	1,320	165
Flying Duty Non-Rated	.....	718	2,160	1,555	705	2,160	1,523	705	2,160	1,523	705	2,160	1,523
AWACS WPNS Contr	.....	750	3,132	2,349	800	3,132	2,506	800	3,132	2,506	800	3,132	2,506
Aviator Continuation Pay	.....						\$36,200			\$78,000			\$78,000
Total Flying Duty Pay	.....			\$141,164			\$180,547			\$218,195			\$215,635

(Amount in Thousands of Dollars)

Other Incentive Duty Pay

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Parachute Jumping	108	\$1,320	\$143	130	\$1,320	\$172	130	\$1,320	\$172	130	\$1,320	\$172
Press CHIMB Observer	194	1,320	256	200	1,320	264	200	1,320	264	200	1,320	264
Accel/Decel Subject	18	1,320	24	25	1,320	33	25	1,320	33	25	1,320	33
Thermal Stress Subject	2	1,320	3	3	1,320	4	3	1,320	4	3	1,320	4
Demolition Duty	75	1,320	99	80	1,320	106	80	1,320	106	80	1,320	106
Toxic Fuel Handlers	36	1,320	48	70	1,320	92	70	1,320	92	70	1,320	92
L/Hazard Bio Org	0	1,320	0	0	1,320	0	0	1,320	0	0	1,320	0
Parachute Halo	58	1,980	115	60	1,980	119	60	1,980	119	60	1,980	119
Subtotal	494		688	568		790	568		790	568		790
Total Incentive Pay			141,852			181,337			218,985			216,425

(In Thousands of Dollars)

FY 1991	Estimate	\$107,322
FY 1990	Estimate	\$104,842
FY 1989	Estimate	\$98,402
FY 1988	Actual	\$82,444

PROJECT: Special Pay of Officers

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.
 - a. Medical Variable Special - A monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from \$5,000 to \$10,000 except for O-7s and above who receive \$1,200 per year.
 - b. Medical Board Certified - A monthly payment which varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from \$2,000 to \$5,000 depending on years of service.
 - c. Medical Additional Special - A lump sum annual payment for physicians not in internship for initial residency training who execute an agreement to remain on active duty for at least one year. Officers with less than 10 years of service receive \$9,000 while those with more than 10 years of service receive \$10,000.
 - d. Medical Incentive Special - Paid to qualified physicians in critical specialties who execute an agreement to remain on active duty for at least one year.
 - e. Medical Officer Retention Bonus (MDRB) - Starting 1 January 1989, to be paid to Medical Corps officers, below the grade of O-7, with at least eight years creditable service who will have completed all active duty service commitment for medical education or training before October 1, 1991 and who are fully qualified in a designated specialty. MDRB contracts will be payable in equal annual installments.
 - f. Dental Variable Special - A monthly pay authorized for all dentists based on years of creditable service. A total annual pay ranges from \$1,200 to \$6,000 except for O-7s and above who receive \$1,000 per year.
 - g. Dental Board Certified - A monthly payment which varies with length of creditable service paid to dentists who become certified or the equivalency as having successfully met specified post-graduate education training, and experience requirements. The total annual pay ranges from \$2,000 - \$4,000 depending upon years of service.
 - h. Dental Additional Special - A lump sum annual payment for dentists not in internship or residency training who execute an agreement to remain on active duty for at least one year. Payments are \$6,000, \$8,000 or \$10,000.
 - i. Dental Save Pay - 37 U.S.C. 302b, as amended a "Save Pay" provision which entitled dentists to an annual amount of special pay not less than the amount they were entitled to as of September 30, 1985 under the previous dental continuation pay and special pay.
 - j. Optometrists and Veterinarians - Receive a special pay amounted to \$100 per month.

- (2) Personal money allowances for certain general officers under provisions of 37 U.S.C. 414(e). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s, respectively. Entitlement may also be based upon specific duty assignments as follows: (1) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and (2) Senior member of the Military Staff Committee of the United Nations payable at \$2,200 per year in addition to the other personal money allowance authorized.
- (3) Continuation bonus for career engineer and scientific officers under provisions of U.S.C. 315 signed October 12, 1981. This pay is to induce officers in critically short engineering and scientific skills to remain on active duty following completion of their initial service obligation. Paid to qualified officers below the grade of O-6, with less than 12 years of service, who execute an agreement to remain on active duty in the required skill for at least one but not more than four years. The payment of this bonus is being phased out. No more payments are programmed after FY 1988.
- (4) Parasutic Diving Duty. The purpose of the special pay is to alleviate a critical manning shortage. This duty involves underwater rescue missions, recovery of space vehicles, detection and treatment of decompression sickness, and infiltration/exfiltration for land rescue in a combat environment. It is paid at the rate of \$150 per month.
- (5) Hostile Fire Duty. A monthly pay at the rate of \$110 per month.
- (6) Foreign Language Proficiency Pay (Laquila). 37 U.S.C. 316 authorizes this special pay to all officers who are proficient in a second language and DOD has a critical need for that language. The pay shall not exceed \$100 a month.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Details of the computation are shown in the following tables.

(Amount in Thousands of Dollars)

Special Pay Physicians

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount
<u>Physicians Pay</u>												
Variable Special	3,992	6,820	27,225	4,086	\$6,854	\$28,005	4,088	\$6,941	\$28,375	4,144	\$6,975	\$28,904
Board Certified Pay	1,956	2,610	5,105	2,018	2,609	5,265	2,117	2,641	5,591	2,146	2,655	5,698
Additional Special Pay	3,161	9,503	30,039	3,227	9,696	31,289	3,362	9,669	32,507	3,408	9,717	33,116
Medical Special Pay	987	4,083	4,030	1,067	9,466	10,100	1,157	12,436	14,388	1,237	12,530	15,500
Medical Retention Bonus				1,208	6,871	8,300	1,208	6,871	8,300	1,208	6,871	8,300
Total Physician Pay			\$66,399			\$82,959			\$89,161			\$91,518

(Amount in Thousands of Dollars)

Other Special Pay

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount
<u>Dentist Pay</u>												
Additional Special	1,124	\$6,988	\$7,855	1,116	\$6,986	\$7,796	1,137	\$6,983	\$7,940	1,146	\$6,986	\$8,006
Save Pay			\$37			\$29			\$500			\$450
Variable Pay	1,570	3,208	5,037	1,466	3,209	4,704	1,464	3,208	4,697	1,457	3,209	4,676
Board Certified Pay	220	3,248	715	222	3,234	718	229	3,236	741	235	3,238	761
Total	3,914		14,144	3,804		13,747	3,830		13,878	3,838		13,893
<u>Optometrists</u>	198	1,200	238	202	1,200	242	204	1,200	245	205	1,200	246
<u>Veterinarians</u>	22	1,200	26	13	1,200	16	11	1,200	13	11	1,200	13
<u>Total Medical Pay</u>			\$80,807			\$86,964			\$103,297			\$105,670
<u>Personal Allowance- General Officers Chief of Staff</u>	1	4,000	4	1	4,000	4	1	4,000	4	1	4,000	4
<u>Senior Member of Staff Committee United Nations</u>	1	2,700	3	1	2,700	3	1	2,700	3	1	2,700	3
General	12	2,200	26	12	2,200	26	12	2,200	26	12	2,200	26
Lt General	38	500	19	37	500	19	37	500	19	37	500	19
Subtotal	52		52	51		52	51		52	51		52
Scientific/Engineering	222	2,000	444	0	0	0	0	0	0	0	0	0
Hazardous Duty	465	1,738	808	540	1,747	943	540	1,747	943	540	1,747	943
Linguist	312	1,068	333	415	1,068	443	515	1,068	550	615	1,068	657
Total			\$82,444			\$98,402			\$104,842			\$107,322

(In Thousands of Dollars)

FY 1991	Estimate	\$474,042
FY 1990	Estimate	\$474,888
FY 1989	Estimate	\$459,175
FY 1988	Actual	\$449,979

PROJECT: Basic Allowance for Quarters - Officers

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

BAQ manyears in all years reflect a decrease in the BAQ with dependents, without dependents and partial categories. The program reflects the decrease in the end strength for all years. Dollar increases in FY 1989 are driven by the 7% targeted pay raise effective 1 January 1989 and the annualization of the 2% pay raise effective 1 January 1988. In FY 1990 the annualization of the FY 1989 pay raise and the 3.6% pay raise programmed for 1 January 1990, in FY 1991 the pay raise of 3.2% programmed for 1 January 1991 and the annualization of the FY 1990 pay raise causes the dollar requirements to increase.

(Amount in Thousands of Dollars)

Basic Allowance for Quarters With Dependents

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	No. Pymts	Statutory Rate	Amount	No. Pymts	Statutory Rate	Amount	No. Pymts	Statutory Rate	Amount	No. Pymts	Statutory Rate	Amount
<u>Grade</u>												
General	78	\$8,539.44	\$666	75	\$8,936.16	\$670	75	\$9,298.44	\$697	74	\$9,605.04	\$711
Colonel	3,605	7,746.48	27,926	3,236	8,064.00	26,095	3,202	8,377.80	26,826	2,928	8,654.16	25,339
Lt Colonel	9,626	7,136.28	68,694	9,395	7,686.96	72,219	9,403	8,070.96	75,891	9,189	8,334.72	76,588
Major	13,880	6,522.36	90,530	13,280	6,839.16	90,824	13,269	7,120.80	94,486	12,737	7,383.96	94,049
Captain	22,644	5,437.20	123,120	22,163	5,716.44	126,693	22,336	5,956.56	133,046	21,772	6,163.20	134,185
1st Lieutenant	4,362	4,662.48	20,338	3,451	4,908.48	16,939	3,229	5,092.92	16,445	3,086	5,286.24	16,313
2nd Lieutenant	2,770	4,180.20	11,579	2,501	4,382.16	10,960	1,815	4,565.88	8,287	1,763	4,738.08	8,353
Subtotal with Dependents	56,965		\$342,853	54,101		\$344,400	53,329		\$355,678	51,549		\$355,538

(Amount in Thousands of Dollars)

Basic Allowance for Quarters Without Dependents - Full Allowance

Grade	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	No. Pymts	Statutory Rate	Amount	No. Pymts	Statutory Rate	Amount	No. Pymts	Statutory Rate	Amount	No. Pymts	Statutory Rate	Amount
General	3	\$6,942.60	\$21	3	\$7,262.40	22	3	\$7,557.12	\$23	3	\$7,806.24	\$23
Colonel	212	6,372.60	1,351	223	6,663.60	1,486	214	6,932.28	1,484	212	7,161.24	1,518
Lt Colonel	730	6,014.52	4,391	762	6,387.36	4,867	786	6,677.16	5,248	780	6,897.36	5,380
Major	2,215	5,513.88	12,213	2,306	5,904.96	13,617	2,267	6,189.12	14,031	2,209	6,393.24	14,123
Captain	10,452	4,465.20	46,670	10,925	4,786.92	52,297	11,259	5,019.36	56,513	11,140	5,058.84	56,355
1st Lieutenant	6,671	3,595.56	23,986	6,028	3,837.48	23,132	5,843	4,017.84	23,476	5,669	4,076.28	23,108
2nd Lieutenant	5,821	3,084.14	17,953	5,799	3,233.64	18,752	5,233	3,401.28	17,799	4,956	3,495.72	17,325
Subtotal with Dependents	26,104		\$106,585	26,046		114,173	25,605		\$118,574	24,969		\$117,832

(Amount in Thousands of Dollars)

Basic Allowance for Quarters Without Dependents - Partial Allowance

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
<u>Grade</u>												
Colonel	5	\$476.28	\$2	5	\$476.28	\$2	5	\$476.28	\$2	5	\$476.28	\$2
Lt Colonel	26	396.00	10	27	396.00	11	27	396.00	11	27	396.00	11
Major	91	320.40	29	100	320.40	32	98	320.40	31	96	320.40	31
Captain	449	266.40	120	466	266.40	124	476	266.40	127	476	266.40	127
1st Lieutenant	403	212.40	86	433	212.40	92	432	212.40	92	432	212.40	92
2nd Lieutenant	927	158.40	147	957	158.40	152	952	158.40	151	952	158.40	151
Subtotal without Dependents (Partial)	1,901		\$394	1,988		\$413	1,990		\$414	1,988		\$414

(Amount in Thousands of Dollars)

Inadequate Family Housing

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>												
Lt Colonel	1	\$1,722.00	\$2	2	\$2,123.00	\$4	2	\$2,181.00	\$4	2	\$2,252.00	\$5
Major	3	2,272.00	7	5	2,524.00	13	7	2,592.00	18	9	2,678.00	24
Captain	54	1,478.00	80	47	1,576.00	74	42	1,619.00	68	36	1,672.00	60
1st Lieutenant	22	1,252.00	28	30	1,407.00	42	36	1,445.00	52	36	1,492.00	54
2nd Lieutenant	27	1,111.00	30	42	1,344.00	56	58	1,380.00	80	81	1,426.00	115
Subtotal Inadequate Family Housing	107		\$147	126		\$189	145		\$222	164		\$258
Total BAQ			\$449,979			\$459,175			\$474,888			\$474,042

(In Thousands of Dollars)

FY 1991	Estimate	\$108,495
FY 1990	Estimate	\$106,891
FY 1989	Estimate	\$106,182
FY 1988	Actual	\$102,012

PROJECT: Variable Housing Allowance - Officers

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable housing allowances are developed by multiplying the number of eligible officers by the average rate for each grade. A projection of eligible personnel is developed from the sum of personnel receiving a basic allowance for quarters at the full with-dependent rate and those receiving a basic allowance for quarters, at the full without-dependent rate. The FY 1989 estimate includes a housing cost growth of 0.7%, for FY 1990 the housing cost growth is 3.6% and for FY 1991 the housing cost growth is 3.3%.

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

The computation of requirements is provided in the following table:

(Amount in Thousands of Dollars)

Variable Housing Allowance

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>												
General	70	\$2,436.00	\$171	76	\$2,395.00	\$182	75	\$2,572.00	\$193	74	\$2,592.00	\$192
Colonel	3,407	1,998.00	6,807	3,403	2,031.00	6,911	3,296	2,078.00	6,849	3,287	2,133.00	7,011
Lt Colonel	9,057	1,877.00	17,000	9,083	1,905.00	17,303	9,146	1,966.00	17,981	9,123	2,017.00	18,401
Major	14,228	1,640.00	23,334	14,432	1,660.89	23,970	14,219	1,770.00	25,168	13,998	1,816.00	25,420
Captain	27,353	1,449.00	39,633	27,674	1,469.90	40,384	28,142	1,503.00	42,297	27,843	1,545.00	43,021
1st Lieutenant	9,257	940.00	8,702	8,545	956.93	8,177	8,156	1,003.00	8,179	8,244	1,029.00	8,483
2nd Lieutenant	7,479	851.00	6,365	7,441	854.73	6,360	6,758	921.00	6,224	6,396	933.00	5,967
Subtotal	70,851		\$102,012	70,454		\$103,287	69,792		\$106,891	68,965		\$108,495
Officer Payback	-	-	-	-	-	\$2,895	-	-	-	-	-	-
Total	70,851		\$102,012	70,454		\$106,182	69,792		\$106,891	68,965		\$108,495

(in Thousands of Dollars)

FY 1991	Estimate	.....	\$159,463
FY 1990	Estimate	.....	\$153,372
FY 1989	Estimate	.....	\$149,536
FY 1988	Actual	.....	\$146,708

PROJECT: Basic Allowance For Subsistence

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for subsistence costs are computed by multiplying the statutory rate by the programmed officers workyears. The increase in FY 1989 over FY 1988 is a direct result of the overall 4.3% pay raise effective 1 January 1989 and annualization of the 2% FY 1988 pay raise. Increases in FY 1990 and FY 1991 over the previous years are driven by the 3.6% and 3.2% pay raises programmed for these years, respectively. Requirements are adjusted downward as a result of the decrease in workyears.

Details of the computation are provided in the following table:

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Statutory		Amount	Statutory		Amount	Statutory		Amount	Statutory		Amount
	Workyears	Rate		Workyears	Rate		Workyears	Rate		Workyears	Rate	
Officers	106,926	\$1,372.05	\$146,708	105,221	\$1,421.16	\$149,536	104,046	\$1,474.08	\$153,372	102,267	\$1,559.28	\$159,463
Total			\$146,708			\$149,536			\$153,372			\$159,463

(In Thousands of Dollars)

FY 1991	Estimate	\$106,220
FY 1990	Estimate	\$105,640
FY 1989	Estimate	\$104,263
FY 1988	Actual	\$97,686

PROJECT: Station Allowances, Overseas

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The numbers for COLA and Housing Allowances are based on FY 1988 experience adjusted downward to reflect the decreases in authorized overseas strengths in FYs 1989, 1990 and 1991 respectively. Housing is adjusted downward to reflect the transition of Alaska and Hawaii to VHA. The rates reflect the foreign rates effective 1 December 1988. COLA rates are adjusted upwards and housing rates are decreased to reflect the 1 January 1989 pay raise and the programmed pay raises for FY 1990 and FY 1991.

Temporary Lodging Allowances (TLA) rates are increased for inflation of 4.0% in FY 1989, 3.6% in FY 1990 and 3.3% in FY 1991.

(Amount in Thousands of Dollars)

Cost of Living

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>												
General	53	\$5,020	\$266	52	\$5,754	\$300	51	\$5,969	304	50	\$6,151	\$308
Colonel	802	4,672	3,747	799	5,915	4,726	782	6,097	4,768	763	6,262	4,778
Lt Colonel	1,825	4,142	7,559	1,793	5,126	9,191	1,774	5,336	9,466	1,755	5,571	9,777
Major	3,007	3,559	10,702	2,984	3,903	11,647	2,858	4,008	11,456	2,848	4,101	11,681
Captain	6,983	3,089	21,570	6,863	3,408	23,389	6,866	3,827	26,276	6,779	3,996	27,089
1st Lieutenant	1,716	2,593	4,450	1,691	3,205	5,420	1,679	3,326	5,584	1,629	3,472	5,656
2nd Lieutenant	378	2,017	762	368	2,433	895	330	2,524	833	334	2,635	880
Subtotal Cost of Living	14,764		\$49,056	14,550		\$55,568	14,340		58,687	14,158		\$60,169

(Amount in Thousands of Dollars)

Housing Allowance

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>												
General	2	\$3,237.00	\$6	2	\$3,876.00	\$8	2	\$3,308.00	\$7	2	\$3,145.00	\$6
Colonel	259	6,670.00	1,728	258	6,932.00	1,788	253	6,783.00	1,717	246	6,622.00	1,629
Lt Colonel	991	5,375.00	5,327	973	5,675.00	5,522	963	5,555.00	5,349	960	5,432.00	5,215
Major	1,757	4,589.00	8,063	1,744	4,845.00	8,450	1,702	4,607.00	7,841	1,689	4,499.00	7,599
Captain	4,210	4,511.00	18,991	4,138	4,399.00	18,203	4,139	4,173.00	17,272	4,120	4,075.00	16,789
1st Lieutenant	1,160	3,721.00	4,316	1,143	3,810.00	4,355	1,134	3,726.00	4,225	1,124	3,639.00	4,090
2nd Lieutenant	275	3,917.00	1,077	262	4,014.00	1,052	240	3,975.00	954	243	3,900.00	948
Subtotal Housing Allowance	8,654		\$39,508	8,520		\$39,378	8,433		\$37,365	8,384		\$36,276
Temporary Lodging Allowance	22,412	407.00	9,122	22,078	422.00	9,317	21,840	439.00	9,588	21,296	459.00	9,775
Total Overseas Allowance			\$97,686			\$104,263			\$105,640			\$106,220

(In Thousands of Dollars)

PROJECT: Uniform Allowances - Officers

FY 1991	Estimate	\$3,080
FY 1990	Estimate	\$2,367
FY 1989	Estimate	\$2,993
FY 1988	Actual	\$2,656

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Uniform allowances are determined by applying statutory rates to the programmed number of eligible officers. Starting January 1, 1985 the initial clothing allowance paid to all personnel commissioned or appointed as officers in the Regular or Reserve component is \$200, regardless of source of commission or previous enlisted status. Increases/decreases in number of payments result from higher or lower accessions programmed.

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount
Initial Uniform Allowances	1,950	\$200	\$390	2,494	\$200	\$499	1,939	\$200	\$388	4,024	\$200	\$805
	4,903	200	981	5,937	200	1,187	4,313	200	863	4,607	200	921
Additional Uniform Allowances	6,853	100	685	8,431	100	843	6,252	100	625	8,631	100	863
Civilian Clothing	856	701	600	661	701	464	700	701	491	700	701	491
Total			2,656			2,993			2,367			3,080

(In Thousands of Dollars)

PROJECT: Family Separation Allowances - Officers

FY 1991	Estimate	.....	\$2,384
FY 1990	Estimate	.....	\$2,413
FY 1989	Estimate	.....	\$2,394
FY 1988	Actual	.....	\$2,390

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate.

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

(Amount in Thousands of Dollars)

PCS Overseas With Dependents not Authorized and Maintain Two Homes

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Colonel	14	\$6,372.60	\$89	14	\$6,663.60	\$93	13	\$6,932.28	\$90	13	\$7,161.24	\$93
Lt Colonel	25	6,014.52	150	24	6,387.36	153	24	6,677.16	160	24	6,897.36	166
Major	39	5,513.88	215	38	5,904.96	224	37	6,189.12	229	36	6,393.24	230
Captain	105	4,465.20	469	102	4,786.92	488	101	5,019.24	507	98	5,058.84	496
1st Lieutenant	23	3,595.56	83	22	3,837.48	84	22	4,017.84	88	21	4,076.28	86
2nd Lieutenant	6	3,084.00	19	6	3,233.64	19	6	3,401.28	20	6	3,495.72	21
Total	212		1,025	206		1,061	203		1,094	198		1,092
PCS CONUS or overseas with dependents not authorized	843	720.00	607	815	720.00	587	807	720.00	581	786	720.00	566
TDY CONUS or overseas for more than 30 days with dependents not residing near TDY station	1,053	720.00	758	1,036	720.00	746	1,025	720.00	738	1,008	720.00	726
Total Family Separation Allowance	2,108		2,390	2,057		2,394	2,035		2,413	1,992		2,384

(In Thousands of Dollars)

FY 1991	Estimate	\$45,538
FY 1990	Estimate	\$43,090
FY 1989	Estimate	\$44,046
FY 1988	Actual	\$48,283

PROJECT: Separation Payments

PART I - PURPOSE AND SCOPE

Funds provide:

- (1) Lump sum terminal leave payments to officers under provisions of 10 U.S.C. 701, 37 U.S.C. 501 and P.L. 94-361.
- (2) Severance pay to officers, including elimination 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. 1167, and 8303; disability severance pay under provisions of 10 U.S.C. 1212.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Detailed cost computations are provided in the following table:

(Amount in Thousands of Dollars)

Leave Sum Terminal Leave Payments

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate						
	Average			Average			Average			Average						
	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount	Number	Days	Rate	Amount
<u>Grade</u>																
General	55	60.0	\$12,201	\$671	49	57.1	\$12,234	\$599	48	57.1	\$12,275	\$589	55	57.1	\$12,750	\$701
Colonel	861	45.0	7,573	6,520	880	42.4	7,724	6,798	721	42.4	7,750	5,988	716	42.4	7,936	5,683
Lt Colonel	1,991	48.3	6,416	10,209	1,700	41.1	5,472	9,304	1,381	41.1	5,527	7,633	1,332	41.1	5,659	7,539
Major	1,739	35.9	4,595	7,991	1,484	31.8	3,987	5,917	1,268	31.8	4,000	5,073	1,269	31.8	4,096	5,199
Captain	3,692	26.3	1,959	7,233	3,412	22.8	2,140	7,302	3,776	22.8	2,147	8,108	4,052	21.8	2,198	8,910
1st Lieutenant	705	18.8	1,286	907	617	19.4	1,231	760	498	19.4	1,235	616	468	19.4	1,265	592
2nd Lieutenant	211	13.5	666	141	145	12.1	640	93	191	12.1	642	123	159	12.1	658	105
Subtotal	8,854		\$33,672		8,287		\$30,773		7,883		\$27,730		8,051		\$28,729	
<u>Separation Pay</u>																
Full Promotion/Unfl.	461		28,983	\$13,361	426		28,983	\$12,347	498		28,983	\$14,434	548		28,983	\$15,883
Disability	54		23,146	1,250	40		23,146	926	40		23,146	926	40		23,146	926
Total Separation Payments				\$48,283			\$44,046					\$43,090				\$45,538

(In Thousands of Dollars)

FY 1991	Estimate	\$316,699
FY 1990	Estimate	\$322,361
FY 1989	Estimate	\$287,370
FY 1988	Actual	\$281,822

PROJECT: Social Security Tax - Employer's Contribution

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Social Security costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 92-216 and P.L. 98-21 dated 20 April 1983 establishes the tax rate while the maximum taxable income is determined by the Social Security Administration. Effective January 1, 1988, the tax rate increases to 7.51% on \$45,000 maximum taxable income. In 1989, the rate increases to 7.51% on \$48,000 taxable income, in 1990 the tax rate increases to 7.65% on \$51,000 taxable increase and in FY 1991 increases to \$54,300. The FICA computations are based on base pay and the percentage rate set by law for a given calendar year. The increase in requirements is the result of the full year impact of the 1 January 1988 tax rate and the increase in maximum wages taxed. The overall 4.3% pay raise in FY 1989 and the programmed 3.6% and 3.2% pay raises in FY 1990 and FY 1991 respectively have an impact in the Social Security requirements.

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

Details of the computations are shown below:

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Officers	106,926	\$2,268.19	\$242,528	105,221	\$2,357.67	\$248,076	104,046	\$2,528.37	\$263,067	102,267	\$2,644.11	\$270,405
Wage Credit			39,294			39,294			59,294			46,294
Total			281,822			287,370			322,361			316,699

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

2. Pay and Allowances of Enlisted		Amount
FY 1989 Direct Program		\$12,053,862
<u>Increases:</u>		
Basic Pay		204,497
- Annualization of the overall 1 Jan 89 4.3% Pay Raise	+ 66,505	
- 1 Jan 90 3.6% Pay Raise	+ 176,978	
- 2,809 Workyear Decrease	- 39,159	
- Grade Structure Increase	+ 6,642	
- Longevity Decrease	- 6,469	
Selective Reenlistment Bonus		7,043
- 3,070 additional initial payments	+ 8,539	
- 5,242 fewer anniversary payments	- 3,109	
- Annualization of the overall 1 Jan 89 4.3% Pay Raise	+ 1,155	
- 1 Jan 90 3.6% Pay Raise	+ 458	
Overseas Station Allowances		7,362
- Computed using approved exchange rates effective 1 Dec 88. Adjusted for Pay Raise and Inflation		
Uniform Allowances		22,369
- Includes adjustment of 3.6% inflation and 17,550 additional non prior service accessions.		
Social Security (FICA)		60,974
- Annualization of the overall 1 Jan 89 4.3%	+ 4,930	
- 1 Jan 90 3.6% Pay Raise	+ 13,405	
- 2,809 Workyear Decrease	- 2,982	
- Rate change from 7.51% (CY89) to 7.65% (CY90)	+ 5,621	
- Wage Credit Increase	+ 40,000	
Special Pays		108
Basic Allowance for Quarters		11,386
- Annualization of 1 Jan 89 (Average) 7% Pay Raise	+ 15,201	
- 1 Jan 90 3.6% Pay Raise	+ 23,861	
- Resulting from 2,809 Workyear Decrease and 3,309 increased Military Family Housing Units	- 27,676	

Separation Pay	7,326
- Annualization of the overall 1 Jan 89 4.3% Pay Raise	+ 550
- 1 Jan 90 3.6% Pay Raise	+1,463
- 9,366 Increased Separations (FY89 low due to management action moving separations from FY89 to FY88)	+5,313
Family Separation Allowance	199
Reimbursables	559
Special Duty Assignment Pay	791
Total Increases	322,614
<u>Decreases:</u>	
Variable Housing Allowance	1,477
- Adjusted as a result of Congressional direction to pay FY88 VHA payments in FY89 (-\$4,534) and housing cost growth of 3.6%	
Enlistment Bonus	105
Retired Pay Accrual	321,441
- Annualization of the overall 1 Jan 89 4.3% Pay Raise	+ 29,195
- 1 Jan 90 3.6% Pay Raise	+ 77,693
- 2,809 Workyear Decrease	- 17,190
- Rate Reduction from 50.2% to 43.9%	-411,139
Total Decreases	\$323,023
FY 1990 Direct Program	\$12,053,453

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

<u>Pay and Allowances of Enlisted</u>		<u>Amount</u>
FY 1990 Direct Program		\$12,053,453
<u>Increases:</u>		
Basic Pay		183,388
- Annualization of 1 Jan 90 3.6% Pay Raise	+ 60,235	
- 1 Jan 91 3.2% Pay Raise	+ 162,073	
- 1,077 Workyear Reduction	- 15,578	
- Grade Structure Decrease	- 23,561	
- Longevity Increase	+ 219	
Retired Pay Accrual		32,102
- Annualization of 1 Jan 90 3.6% Pay Raise	+ 26,022	
- 1 Jan 91 3.2% Pay Raise	+ 70,015	
- 1,077 Workyear Reduction	- 6,730	
- Grade Structure Decrease	- 8,799	
Rate Change from 43.9% (FY90) to 43.2% (FY91)	- 48,406	
Basic Allowance for Quarters		1,277
- Annualization of 1 Jan 90 3.6% Pay Raise	+ 7,918	
- 1 Jan 91 3.2% Pay Raise	+ 21,303	
- Resulting from 1,077 Workyear Decrease, 2,329 Increased Housing Units, and 4,295 addition manyear in Dormitories	- 27,944	
Variable Housing Allowances		8,918
- Reflects 3.3% adjustment for housing cost growth		
Special Pays		3
Special Duty Assignment Pay		95

Separation Pay	216
- Annualization of 1 Jan 90 3.6% Pay Raise	+ 535
- 1 Jan 91 3.2% Pay Raise	+ 1,439
- 1,340 Decreased Separations	- 1,758
Family Separation Allowance	155
Overseas Station Allowances	3,017
- Based on rates effective 1 Dec 88, and adjusted for inflation and pay raise	
Enlistment Bonus	258
Total Increases	229,429
<u>Decreases</u>	
Uniform Allowances	2,207
- Includes 3.3% inflation and 6,466 fewer accession	
Social Security (FICA)	12,025
- Annualization of 1 Jan 90 3.6% pay raise	+ 4,608
- 1 Jan 91 3.2% Pay Raise	+ 12,399
- Rate change: Full year impact of 7.65%	+ 2,420
- 1,077 Workyear Decrease	- 1,192
- Grade Structure Reduction	- 1,802
- Wage Credit Decrease	- 25,000
- Decrease due to GI Bill Contributions	- 3,458
Selective Reenlistment Bonus	4,265
- 1,451 fewer initial payments	- 4,227
- 4,191 fewer anniversary payments	- 2,189
- Annualization 1 Jan 90 3.6% pay raise	+ 583
- 1 Jan 91 3.2% pay raise	+ 1,568
Reimbursables	2,772
Total Decreases	21,219
FY 1991 Direct Program	\$12,261,663

(In Thousands of Dollars)

FY 1991	Estimate	\$6,915,104
FY 1990	Estimate	\$6,731,716
FY 1989	Estimate	\$6,527,219
FY 1988	Actual	\$6,466,095

PROJECT: Basic Pay of Enlisted

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 1989 program is based on a beginning strength of 466,856 and an end strength of 461,974 with 468,216 manyears. Based on a shortfall of Military Personnel Appropriation dollars in FY 1989 the AF has been forced to take management actions to stay within available funding. An early release program separating approximately 5,400 airmen from one to six months early was implemented Jan 1989 as well as a reduction of 3,700 enlisted non-prior service accessions. This resulted in an enlisted end strength approximately 9,400 lower than programmed authorizations.

The FY 1989 manyears are higher than both the beginning strength and the ending strength due to the fact approximately 13,000 FY 1989 losses were moved into FY 1988 and for the first half of FY 1989 the end monthly end strengths will exceed the beginning strength until the management actions take affect beginning in March 1989. This submission reflects these adjustments.

The FY 1990 program is based on a beginning strength of 461,974 and an end strength of 464,426 with 465,407 manyears. The FY 1991 program is based on a beginning strength of 464,426 and an end strength of 460,257 with 464,330 manyears. Again in FY 1991, because of a reduced availability of dollars, the enlisted end strength was cut to a level the dollars would support. This resulted in an end strength approximately 2,700 less than the programmed authorizations.

The AF continues to reduce the number of enlisted personnel in the top five grades - reduced from 224,129 in FY 1988 to 220,924 by the end of FY 1991.

(Amount in Thousands of Dollars)

Basic Pay

Grade	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	5,048	\$29,139	\$147,094	4,784	\$30,081	\$143,908	4,637	\$31,266	\$144,980	4,646	\$32,308	\$150,103
Senior Master Sergeant	10,104	24,101	243,517	9,411	24,929	234,607	9,294	25,858	240,324	9,293	26,718	248,290
Master Sergeant	39,244	20,361	799,047	39,373	21,065	829,392	39,470	21,849	862,380	39,578	22,587	889,431
Technical Sergeant	58,866	17,146	1,009,316	58,782	17,686	1,039,608	57,987	18,353	1,064,235	58,082	18,963	1,101,409
Staff Sergeant	112,004	14,178	1,587,993	112,450	14,602	1,641,995	111,502	15,165	1,690,928	108,906	15,668	1,706,339
Sergeant	117,520	11,826	1,389,791	117,032	12,119	1,418,315	122,417	12,543	1,535,476	119,743	12,963	1,552,229
Airman First Class	94,602	9,654	913,288	87,417	10,060	879,415	84,159	10,379	873,486	78,496	10,721	841,556
Airman	28,763	8,998	258,809	24,770	9,303	230,435	19,442	9,651	187,635	27,783	9,971	277,024
Airman Basic	15,580	7,525	117,240	14,197	7,716	109,544	16,499	8,017	132,272	18,003	8,261	148,723
Total	481,731		\$6,466,095	468,216		\$6,527,219	465,407		\$6,731,716	464,330		\$6,915,104

(In Thousands of Dollars)

FY 1991	Estimate	\$2,987,325
FY 1990	Estimate	\$2,955,223
FY 1989	Estimate	\$3,276,664
FY 1988	Actual	\$3,299,704

PROJECT: Retired Pay Accrual - Enlisted

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budget estimates are derived as a product of:

(a) An accrual percentage of 51.2% for FY 1988, 50.2% for FY 1989, 43.9% for FY 1990 and 43.2% for FY 1991, (b) The total amount of basic pay expected to be paid during the fiscal year to enlisted members of the armed forces (Note: Base Pay adjusted for pay raises).

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

FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
481,731	\$6,849.68	\$3,299,704	468,216	\$6,993.02	\$3,276,664	465,407	\$6,349.76	\$2,955,223	464,330	\$6,433.62	\$2,987,325

(In Thousands of Dollars)

FY 1991	Estimate	\$28,166
FY 1990	Estimate	\$28,166
FY 1989	Estimate	\$28,166
FY 1988	Actual	\$28,108

PROJECT: Incentive Pay for Hazardous Duty

PART I - PURPOSE AND SCOPE

The purpose of incentive pay for hazardous duty is to help the Air Force attract and retain enlisted volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide pay to enlisted personnel, under provisions of 37 U.S.C. 301, for the following types of duty:

- (1) Crew member - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay.
- (2) Non-crew member - Involves frequent and regular participation in aerial flights. Enlisted personnel non-crew members are classified as "operational support flyers". They are required to perform critical inflight duties (such as maintenance) that cannot be performed by an assigned crew member.
- (3) Parachute jumping - Incentive pay for hazardous duty to induce volunteer enlisted personnel to enter into and remain in duty involving parachute jumping from an aircraft in aerial flight.
- (4) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard.
- (5) Experimental stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human test subject in thermal stress experiments, and (c) duty as human acceleration/deceleration test subject.
- (6) Toxic fuel handler - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated as a result of a number of casualties among personnel who work with hypergolic fuel, specifically, hydrazine and nitrogen tetroxide.
- (7) Live/Hazardous biological organisms - Duties in which members may be exposed to toxic pesticides or to various hazardous viruses and biological organisms.
- (8) Other hazardous duty required by order and authorized under the provisions of 37 U.S.C. 301.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

(Amount in Thousands of Dollars)

Flying Duty Crew Members

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>												
Chief Master Sergeant	254	\$2,400	\$610	261	\$2,400	\$626	261	\$2,400	\$626	261	\$2,400	\$626
Senior Master Sergeant	525	2,400	1,260	526	2,400	1,262	526	2,400	1,262	526	2,400	1,262
Master Sergeant	1,758	2,400	4,219	1,758	2,400	4,219	1,758	2,400	4,219	1,758	2,400	4,219
Technical Sergeant	2,382	2,100	5,002	2,369	2,100	4,975	2,369	2,100	4,975	2,369	2,100	4,975
Staff Sergeant	3,471	1,800	6,248	3,507	1,800	6,313	3,507	1,800	6,313	3,507	1,800	6,313
Sergeant	1,769	1,500	2,654	1,794	1,500	2,691	1,794	1,500	2,691	1,794	1,500	2,691
Airman First Class	855	1,320	1,129	902	1,320	1,191	902	1,320	1,191	902	1,320	1,191
Airman	202	1,320	267	139	1,320	183	139	1,320	183	139	1,320	183
Airman Basic	26	1,320	34	14	1,320	18	14	1,320	18	14	1,320	18
Subtotal	11,242		\$21,423	11,270		\$21,478	11,270		\$21,478	11,270		\$21,478
<u>Non-Crew Members</u>												
Subtotal	1,270	1,320	\$1,650	1,250	1,320	\$1,650	1,250	1,320	\$1,650	1,250	1,320	\$1,650
Total Flying Duty Pay	12,492		\$23,073	12,520		\$23,128	12,520		\$23,128	12,520		\$23,128
<u>Other Incentive Duty Pay</u>												
Parachute Jumping	860	1,620	1,393	860	1,620	1,393	860	1,620	1,393	860	1,620	1,393
High and Low-pressure chamber inside observer, human acceleration/deceleration experimental observer & test subject in thermal stress experiments	549	1,320	725	542	1,320	715	542	1,320	715	542	1,320	715
Demolition Duty	1,355	1,320	1,789	1,360	1,320	1,795	1,360	1,320	1,795	1,360	1,320	1,795
Toxic Fuel Handlers	755	1,320	997	760	1,320	1,003	760	1,320	1,003	760	1,320	1,003
L/Hazard Bio Org	99	1,320	131	100	1,320	132	100	1,320	132	100	1,320	132
Subtotal	3,618		\$5,035	3,622		\$5,038	3,622		\$5,038	3,622		\$5,038
Total Incentive Pay	16,110		\$28,108	16,142		\$28,166	16,142		\$28,166	16,142		\$28,166

(In Thousands of Dollars)

FY 1991	Estimate	\$11,156
FY 1990	Estimate	\$11,153
FY 1989	Estimate	\$11,045
FY 1988	Actual	\$11,099

PROJECT: Special Pay of Enlisted

PART I - PURPOSE AND SCOPE

Funds provide special pay to enlisted personnel for sea duty or duty outside the contiguous 48 states and the District of Columbia at places designated by the Secretary of Defense under the provisions of 37 U.S.C. 305 and 305a; for duty subject to hostile fire under the provisions of 37 USC 300; and for special pay for enlisted members extending duty at designated locations overseas under the provisions of 37 U.S.C. 314.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Details of the computation are shown in the following table:

(Amount in Thousands of Dollars)

Duty at Certain Places

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
<u>Grade</u>												
Chief Master Sergeant	307	\$270	\$83	299	\$270	\$81	299	\$270	\$81	298	\$270	\$80
Senior Master Sergeant	864	270	233	840	270	227	842	270	227	838	270	226
Master Sergeant	3,470	270	937	3,375	270	911	3,383	270	913	3,365	270	909
Technical Sergeant	5,670	240	1,361	5,514	240	1,323	5,528	240	1,327	5,498	240	1,320
Staff Sergeant	11,786	192	2,263	11,462	192	2,201	11,490	192	2,206	11,429	192	2,194
Sergeant	13,271	156	2,070	12,906	156	2,013	12,938	156	2,018	12,868	156	2,007
Airman First Class	7,911	108	854	7,699	108	831	7,712	108	833	7,671	108	828
Airman	1,842	96	177	1,791	96	172	1,796	96	172	1,786	96	171
Airman Basic	231	96	22	225	96	22	225	96	22	224	96	22
Subtotal	45,352		\$8,000	44,105		\$7,781	44,213		\$7,799	43,977		\$7,757
Diving Duty-Basic Scuba	169	1,320	223	170	1,320	224	170	1,320	224	170	1,320	224
Diving Duty-Pararescue	330	1,800	594	330	1,800	594	330	1,800	594	330	1,800	594
Sea Duty	2	660	1	2	660	1	2	660	1	2	660	1
Hostile Fire	43	1,320	57	43	1,320	57	43	1,320	57	43	1,320	57
Overseas Extension	800	960	768	800	960	768	800	960	768	800	960	768
Foreign Lang Pro Pay	1,618	900	1,456	1,800	900	1,620	1,900	900	1,710	1,950	900	1,755
Total Special Pay	48,314		\$11,099	47,250		\$11,045	47,458		\$11,153	47,272		\$11,156

(In Thousands of Dollars)

FY 1991	Estimate	.....	\$11,965
FY 1990	Estimate	.....	\$11,870
FY 1989	Estimate	.....	\$11,079
FY 1988	Actual	.....	\$11,138

PURPOSE: Special Duty Assignment Pay

PART I - PURPOSE AND SCOPE

Funds provide special duty assignment pay for enlisted members who are qualified and serving in a designated military specialty. This special pay is in accordance with provisions of 37 U.S.C. 307.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate is based on the number of individuals programmed to occupy skills for which special duty assignment pay is authorized. This pay is currently limited to recruiters, basic military training instructors, human intelligence debriefers, combat controllers, pararescue personnel and members of two joint operational commands. The pay is used to attract volunteers, motivate retention in these special duty assignments and to compensate individuals for demanding and arduous duties.

(Amount in Thousands of Dollars)

	FY 1988 Actual		FY 1989 Estimate		FY 1990 Estimate		FY 1991 Estimate	
	Workyears	Amount	Workyears	Amount	Workyears	Amount	Workyears	Amount
SD-5 (\$275)	2,456	\$8,105	2,453	\$8,095	2,689	\$8,874	2,718	\$8,969
SD-4 (\$220)	274	723	197	520	200	528	200	528
SD-3 (\$165)	944	1,869	1,053	2,085	1,055	2,089	1,055	2,089
SD-2 (\$110)	283	374	255	337	255	337	255	337
SD-1 (\$55)	101	67	63	42	63	42	63	42
Total SDAP	4,058	11,138	4,021	11,079	4,262	11,870	4,291	11,965

(In Thousands of Dollars)

FY 1991	Estimate	\$66,892
FY 1990	Estimate	\$71,157
FY 1989	Estimate	\$64,114
FY 1988	Actual	\$70,284

PROJECT: Selective Reenlistment Bonus

PART I - PURPOSE AND SCOPE

Funds provide selective reenlistment bonuses (SRBs) authorized under the provisions of 37 U.S.C., 308. Enlisted members designated as having critical military skills and who have completed at least twenty-one months of continuous active duty (other than reservists on active duty for training) but not more than fourteen years of active duty, may be paid bonuses. The bonus is the lesser of \$30,000 or the product of up to six months of the basic pay, to which the member was entitled at the time of discharge or release, and the number of years of additional obligated service (not to exceed six years). The SRB replaced the Variable Reenlistment Bonus and Regular Reenlistment Bonus on June 1, 1974. The Air Force has chosen to place a maximum ceiling of \$20,000 for any given selective reenlistment bonus and capped the maximum bonus level at 3.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The FY 1988 DOD Authorization Act changed the SRB pay methodology. Effective 1 October 1987, SRBs must be paid either in a lump sum amount upon reenlistment or in installments with a minimum of 50% in the initial installment. The Air Force has elected to pay SRBs under the installment program paying 50% up front and the remaining in equal annual payments.

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

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

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

The following are the Air Force's ten worst manned Chronic Critical Shortage (CCS) Skills:

AFSC	Title
201X0	Intelligence Operations
205X0	Electronic Intelligence Operations
207X2	Printer Systems
208X5X	Crypto Linguist, Mid Eastern
208X2X	Crypto Linguist, Romance
209X0	Defensive C3CM
275X0	TAC Air Command and Control
277X0	Space Operations
457X0	Strategic Aircraft Maintenance
463X0	Nuclear Weapons

The following are the Air Force's ten skills with the largest numbers of surplus NCOs:

306X3	Telecommunication System
871X0C	Band, Bassoon
871X0N	Band, Guitar
871X0R	Band, Vocalist
811X2A	Military Working Dog Technician
753X1	Gunsmith
427X5	Airframe Repair
551X0	Pavements Maintenance
741X1	Fitness and Recreation
603X0	Vehicle Operator/Dispatcher

The criterion used to select the above skills was NCO assigned strength as a percentage of NCO authorizations, not the absolute size of the shortage or overage. For this report, "NCO" was restricted to grades E-5 through E-7.

The Air Force has and will continue to focus management initiatives to balance overage and shortage skills. For shortage skills, the Air Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include: increased promotion opportunity to members in CCS skills; recruiting fully qualified prior service personnel; focusing retraining into shortage skills; and returning previously qualified specialists to shortage skills. The following actions are aimed at reducing overage skills: restricting fully qualified prior service personnel from enlisting in overage skills; voluntary and involuntary retraining out of overage skills into shortage skills; and screening/selecting personnel in overage skills for service in shortage skills in which previously qualified.

(Amount in Thousands of Dollars)

Selective Reenlistment Bonus (SRB)

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	No. Pmts	Average Rate	Amount	No. Pmts	Average Rate	Amount	No. Pmts	Average Rate	Amount	No. Pmts	Average Rate	Amount
Initial Payments	11,565	\$2,339.21	\$27,053	10,001	\$2,670.83	\$26,711	13,071	\$2,778.21	\$36,314	11,620	\$2,913.51	\$33,855
50% FY86-87 75% FY88-89												
Extension Forgiveances												
Cases (Cost Included in Init Pmts) Non Add	(1,498)	(1,749)	(2,620)	(600)	(1,900)	(1,140)	(600)	(1,987)	(1,192)	(600)	(2,077)	(1,246)
Anniversary Payments	73,818	583.79	43,094	63,482	584.56	37,109	58,240	592.99	34,536	54,049	605.08	32,704
Accrued Payments	40	3,425.00	137	95	3,094.74	294	95	3,231.58	307	95	3,505.26	333
Total	85,423		\$70,284	73,578		\$64,114	71,406		\$71,157	65,764		\$66,892

REENLISTMENT BONUS OUTYEAR IMPACT
MILITARY PERSONNEL, AIR FORCE
(In Thousands Of Dollars)

	FY 1988		FY 1989		FY 1990		FY 1991		FY 1992		FY 1993		FY 1994		FY 1995	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obl	73,818	43,094	52,672	30,942	37,501	22,010	20,666	11,589	11,051	6,138						
Accel Pmts	40	137	95	294	95	307	95	333								
Prior Yr (FY 88)	11,565	27,053	10,810	6,167	10,806	6,059	10,645	5,907	6,914	3,956	6,529	3,741				
Current Yr (FY 89)			10,001	26,711	9,933	6,467	9,756	6,398	9,474	6,331	6,764	3,876	4,503	3,585		
Budget Yr (FY 90)					13,071	36,314	12,982	8,810	12,751	8,715	12,382	8,625	8,840	5,280	5,886	4,884
Budget Yr (FY 91)							11,620	33,855	11,541	8,213	11,335	8,125	11,008	8,040	7,859	4,922
Ann Pmts	73,858	43,231	63,577	37,403	58,335	34,843	54,144	33,037	51,731	33,353	37,010	24,367	24,351	16,906	13,744	9,807
Total SRB	85,423	70,284	73,578	64,114	71,406	71,157	65,764	66,892	63,272	41,567	48,345	32,492	35,359	24,946	21,603	14,729

(In Thousands of Dollars)

PROJECT: Enlistment Bonus

FY 1991	Estimate	\$591
FY 1990	Estimate	\$333
FY 1989	Estimate	\$438
FY 1988	Actual	\$407

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

Cost computations are provided by the following tables:

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount
New Payments	0	\$1,000	\$0	6	\$1,000	\$6	11	\$1,000	\$11	12	\$1,000	\$12
Residual												
New Payments	39	1,000	39	42	1,000	42	36	1,000	36	41	1,000	41
	0	1,500	0	0	1,500	0	0	1,500	0	0	1,500	0
	184	2,000	368	195	2,000	390	143	2,000	286	269	2,000	538
	0	2,500	0	0	2,500	0	0	2,500	0	0	2,500	0
	0	3,000	0	0	3,000	0	0	3,000	0	0	3,000	0
TOTAL	223		407	243		438	190		333	322		591

(In Thousands of Dollars)

FY 1991	Estimate	\$908,908
FY 1990	Estimate	\$907,631
FY 1989	Estimate	\$896,245
FY 1988	Actual	\$882,326

PROJECT: Basic Allowance for Quarters - Enlisted

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic allowance for quarters (BAQ) is determined by multiplying the number of eligible enlisted personnel by the statutory rates, by pay grade. The total requirement considers the projected number of sponsor manyears and the projected number of these manyears that will reside in government housing. For inadequate housing the rate payable is the with-dependent rate less the current experienced average rate charge of the fair rental value of the housing unit. This charge is limited to 75% of the BAQ rate. (Pay raise adjustments: FY 1988 2%, FY 1989 7%(Average), FY 1990 3.6%, FY 1991 3.2%).

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

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

(Amount in Thousands of Dollars)

Basic Allowance for Quarters with Dependents

Grade	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Chief Master Sergeant	3,351	\$5,554.08	\$18,612	3,164	\$5,784.72	\$18,303	3,034	\$6,044.88	\$18,340	3,031	\$6,243.84	\$18,925
Senior Master Sergeant	6,255	5,174.04	32,364	6,133	5,331.84	32,700	6,035	5,571.72	33,625	6,034	5,755.08	34,726
Master Sergeant	22,426	4,812.36	107,922	22,384	4,956.84	110,954	22,147	5,179.80	114,717	22,114	5,350.20	118,314
Technical Sergeant	30,286	4,366.56	132,246	30,136	4,574.76	137,865	29,759	4,780.44	142,261	29,492	4,937.76	145,624
Staff Sergeant	46,891	3,880.56	181,963	45,891	4,114.80	188,832	44,091	4,299.84	189,584	42,391	4,441.32	188,272
Sergeant	41,139	3,354.36	137,995	37,139	3,580.56	132,978	37,639	3,741.60	140,830	36,216	3,864.72	139,965
Airman First Class	26,319	3,084.00	81,168	23,319	3,329.28	77,635	19,919	3,479.04	69,299	16,762	3,593.52	60,235
Airman	5,203	3,084.00	16,046	4,023	3,170.16	12,754	2,123	3,312.72	7,033	2,793	3,421.68	9,557
Airman Basic	1,919	3,084.00	5,918	1,419	3,170.16	4,498	1,109	3,312.72	3,674	1,154	3,421.68	3,949
Subtotal with Dependents	183,789		\$714,234	173,608		\$716,519	165,856		\$719,363	159,987		\$719,567

(Amount in Thousands of Dollars)

Basic Allowance for Quarters Without Dependents - Full Allowance

Grade	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Chief Master Sergeant	171	\$4,074.24	\$697	151	\$4,387.20	\$662	137	\$4,584.48	\$628	137	\$4,735.44	\$649
Senior Master Sergeant	387	3,774.60	1,461	375	4,033.44	1,513	343	4,214.76	1,446	341	4,353.48	1,485
Master Sergeant	2,359	3,222.84	7,603	2,347	3,442.56	8,080	2,363	3,597.36	8,501	2,363	3,715.80	8,780
Technical Sergeant	5,897	2,861.04	16,872	5,943	3,113.52	18,504	5,835	3,253.56	18,985	5,843	3,360.60	19,636
Staff Sergeant	18,587	2,645.52	49,172	18,596	2,872.92	53,425	18,144	3,002.16	54,471	17,654	3,100.92	54,744
Sergeant	23,278	2,294.76	53,417	23,251	2,501.40	58,160	26,023	2,613.96	68,023	25,569	2,700.00	69,036
Airman First Class	10,664	2,228.88	23,769	9,402	2,455.44	23,086	8,103	2,565.84	20,791	7,157	2,650.32	18,968
Airman	1,050	1,892.76	1,987	982	1,995.48	1,960	1,056	2,085.24	2,202	1,098	2,153.88	2,365
Airman Basic	120	1,724.64	207	111	1,772.52	197	94	1,852.32	174	107	1,913.28	205
Subtotal without Dependents	62,513		\$155,185	61,158		\$165,587	62,098		\$175,221	60,269		\$175,868

(Amount in Thousands of Dollars)

Basic Allowance for Quarters Without Dependents - Partial Allowance

Grade	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount
Chief Master Sergeant	11	\$223.20	\$2	11	\$223.20	\$2	11	\$223.20	\$2	12	\$223.20	\$3
Senior Master Sergeant	42	183.60	8	49	183.60	9	47	183.60	9	49	183.60	9
Master Sergeant	228	144.00	33	322	144.00	46	321	144.00	46	315	144.00	45
Technical Sergeant	871	118.80	103	1,003	118.80	119	1,007	118.80	120	1,011	118.80	120
Staff Sergeant	5,742	104.40	599	6,493	104.40	678	6,832	104.40	713	6,741	104.40	704
Sergeant	25,380	97.20	2,467	28,575	97.20	2,777	27,963	97.20	2,718	27,238	97.20	2,648
Airman First Class	51,913	93.60	4,859	56,157	93.60	5,256	50,219	93.60	4,700	47,241	93.60	4,422
Airman	21,130	86.40	1,836	22,489	86.40	1,943	14,809	86.40	1,279	21,573	86.40	1,864
Airman Basic	12,358	82.80	1,023	13,506	82.80	1,118	14,574	82.80	1,207	15,898	82.80	1,316
Subtotal without Dependents-Partial	117,675		\$10,920	128,605		\$11,948	115,783		\$10,794	120,078		\$11,131

(Amount in Thousands of Dollars)

Basic Allowance for Quarters Without Dependents - Inadequate

Grade	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Chief Master Sergeant	1	\$1,323.96	\$1	1	\$1,484.40	\$1	1	\$1,524.48	\$2	1	\$1,585.32	\$2
Senior Master Sergeant	3	1,600.68	5	3	1,741.32	5	3	1,788.36	5	3	1,859.76	6
Master Sergeant	33	1,217.88	40	33	1,355.16	45	33	1,391.76	46	33	1,447.32	48
Technical Sergeant	107	1,192.68	128	107	1,316.64	141	107	1,352.16	145	107	1,406.16	150
Staff Sergeant	398	1,072.32	427	398	1,180.92	470	398	1,212.84	483	398	1,261.20	502
Sergeant	965	921.48	889	965	1,014.96	979	965	1,042.32	1,006	965	1,083.96	1,046
Airman First Class	570	821.76	468	570	909.84	519	570	934.44	533	570	971.76	554
Airman	30	790.80	24	30	879.72	26	30	903.48	27	30	939.48	28
Airman Basic	6	806.52	5	6	895.08	5	6	919.20	6	6	955.92	6
Subtotal	2,113		\$1,987	2,113		\$2,191	2,113		\$2,253	2,113		\$2,342
Inadequate												

(In Thousands of Dollars)

FY 1991	Estimate	\$184,094
FY 1990	Estimate	\$175,176
FY 1989	Estimate	\$176,653
FY 1988	Actual	\$168,240

PROJECT: Variable Housing Allowance - Enlisted

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable housing allowances are developed by multiplying the number of eligible enlisted by the average rate for each grade. A projection of eligible personnel is developed from the sum of personnel receiving a basic allowance for quarters at the full with-dependent rate and those receiving a basic allowance for quarters, at the full without-dependent rate. The FY 1989 entitlement includes a housing cost growth of 0.7%, for FY 1990 the housing cost growth is 3.6% and for FY 1991 the housing cost growth is 3.3%.

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

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

(Amount in Thousands of Dollars)

Variable Housing Allowance

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>												
Chief Master Sergeant	2,954	\$1,518	\$4,486	2,893	\$1,585	\$4,584	2,889	\$1,616	\$4,671	2,885	\$1,701	\$4,909
Senior Master Sergeant	5,399	1,396	7,540	5,287	1,460	7,716	5,279	1,487	7,850	5,272	1,564	8,250
Master Sergeant	19,544	1,280	25,026	19,138	1,341	25,655	19,111	1,363	26,057	19,085	1,434	27,384
Technical Sergeant	27,061	1,121	30,336	26,499	1,176	31,150	26,461	1,193	31,585	26,425	1,256	33,194
Staff Sergeant	45,007	970	43,698	44,079	1,022	45,027	44,016	1,033	45,504	43,956	1,087	47,821
Sergeant	40,570	824	33,451	39,728	842	33,432	39,672	877	34,829	39,617	923	36,601
Airman First Class	24,589	766	18,858	24,078	812	19,540	24,044	816	19,634	24,011	859	20,633
Airman	4,418	783	3,461	4,326	829	3,584	4,320	834	3,604	4,314	877	3,787
Airman Basic	1,594	868	1,384	1,561	917	1,431	1,559	924	1,442	1,557	973	1,515
Subtotal Variable Housing Allowance	171,136		\$168,240	167,589		\$172,119	167,351		\$175,176	167,122		\$184,094
Enlisted Payback	-	-	-	-	-	4,534	-	-	-	-	-	-
Total Variable Housing Allowance	171,136		\$168,240	167,589		\$176,653	167,351		\$175,176	167,122		\$184,094

(In Thousands of Dollars)

PROJECT: Station Allowances, Overseas

FY 1991	Estimate	\$400,563
FY 1990	Estimate	\$397,548
FY 1989	Estimate	\$390,186
FY 1988	Actual	\$383,159

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The baseline used to compute Cost of Living and Overseas Housing Allowances (COLA and OHA) is based on the 1 December 1988 Per Diem Committee approved U.S. dollar exchange rates. The computation of requirements assumes the US dollar's value against other currencies remains level, pending creation of the foreign currency fluctuation account for the MPA. Rates are adjusted upward in COLA to reflect the increase in Spendable Income Tables effective 1 March 1987, and approved pay raises.

Temporary Lodging Allowances (TLA) rates are increased for inflation of 4.0% in FY 1989, 3.6% in FY 1990 and 3.3% in FY 1991.

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

(Amount in Thousands of Dollars)

Cost of Living

Grade	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	1,140	\$3,114.00	\$3,550	1,147	\$3,248.00	\$3,725	1,146	\$3,405.00	\$3,902	1,135	\$3,511.00	\$3,985
Senior Master Sergeant	2,272	2,941.00	6,682	2,289	3,067.00	7,020	2,288	3,215.00	7,356	2,262	3,316.00	7,501
Master Sergeant	8,796	2,791.00	24,550	8,851	2,910.00	25,756	8,841	3,051.00	26,974	8,756	3,146.00	27,546
Technical Sergeant	13,007	2,459.00	31,984	13,088	2,564.00	33,558	13,072	2,688.00	35,138	12,948	2,772.00	35,892
Staff Sergeant	25,638	2,102.00	53,891	25,813	2,192.00	56,582	25,782	2,297.00	59,221	25,537	2,369.00	60,497
Sergeant	28,927	1,649.00	47,701	29,108	1,719.00	50,037	29,072	1,802.00	52,388	28,797	1,859.00	53,534
Airman First Class	21,093	1,258.00	26,535	21,224	1,312.00	27,846	21,199	1,375.00	29,149	20,998	1,418.00	29,775
Airman	5,230	993.00	5,193	5,262	1,036.00	5,451	5,255	1,086.00	5,707	5,205	1,120.00	5,830
Airman Basic	736	874.00	643	741	912.00	676	740	956.00	707	733	986.00	723
Total Cost of Living	106,839		\$200,729	107,523		\$210,651	107,395		\$220,542	106,371		\$225,283

(Amount in Thousands of Dollars)

Housing Allowance

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>												
Chief Master Sergeant	441	\$3,782	\$1,668	450	\$3,545	\$1,595	449	\$3,459	\$1,553	448	\$3,422	\$1,533
Senior Master Sergeant	957	3,380	3,235	983	3,201	3,147	981	3,124	3,065	972	3,090	3,003
Master Sergeant	3,926	3,287	12,905	4,031	3,113	12,549	4,026	3,037	12,227	3,988	3,004	11,980
Technical Sergeant	6,525	3,212	20,958	6,700	3,042	20,381	6,692	2,968	19,862	6,628	2,936	19,460
Staff Sergeant	13,284	3,157	41,938	13,640	2,990	40,784	13,623	2,918	39,752	13,494	2,886	38,944
Sergeant	14,359	2,997	43,034	14,744	2,839	41,858	14,727	2,770	40,794	14,586	2,740	39,966
Airman First Class	7,354	3,280	24,121	7,551	3,106	23,453	7,542	3,031	22,860	7,470	2,998	22,395
Airman	835	3,139	2,621	857	2,972	2,547	856	2,900	2,482	848	2,869	2,433
Airman Basic	37	3,037	112	38	2,876	109	38	2,807	107	38	2,776	105
Subtotal Housing Allowance	47,718		\$150,592	48,994		\$146,423	48,934		\$142,702	48,472		\$139,819
Temporary Lodging Allowance	82,483	386	\$31,838	82,574	401	\$33,112	82,461	416	\$34,304	82,472	430	\$35,463
Total			\$383,159			\$390,186			\$397,548			\$400,565

(In Thousands of Dollars)

FY 1991	Estimate	\$112,554
FY 1990	Estimate	\$114,761
FY 1989	Estimate	\$92,392
FY 1988	Actual	\$75,805

PROJECT: Clothing Allowances

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Initial clothing allowances are based on programmed numbers by type of accession. The rates prescribed by the Secretary of Defense were used each Fiscal Year. The type of clothing maintenance allowance paid is determined by the average longevity of the enlisted force. Civilian initial allowances and supplemental clothing allowances are based on FY 1988 experience.

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

(Amount in Thousands of Dollars)

Clothing-Initial Allowance

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
<u>Military Clothing</u>												
Civilian Life (Male)	33,060	\$510.95	\$16,892	35,094	\$600.45	\$21,072	49,410	\$686.30	\$33,910	43,011	\$699.05	\$30,067
Civilian Life (Female)	8,140	607.12	4,942	8,356	682.79	5,705	11,590	739.99	8,576	10,089	761.75	7,685
Officer Training School (M)	594	365.34	217	1,067	486.54	519	1,127	502.60	566	2,389	516.67	1,234
Officer Training School (F)	64	478.31	31	145	618.83	90	154	639.30	98	326	657.20	214
AF Academy Prep (Male)	213	287.23	61	215	457.93	98	215	473.04	102	215	486.29	105
AF Academy Prep (Female)	31	506.25	16	35	573.07	20	35	591.98	21	35	608.56	21
Subtotal			\$22,159			\$27,504			\$43,274			\$39,326
Less: Basic Military Training Attrition			(\$1,212)			(\$2,199)			(\$2,181)			(\$1,816)
Total			\$20,947			\$25,305			\$41,093			\$37,510
<u>Civilian</u>												
Winter & Summer	1,159	701.30	813	1,159	701.30	813	1,159	706.47	819	1,159	713.53	827
Winter or Summer	170	343.79	58	170	343.79	58	170	344.97	59	170	348.42	59
TDY	367	222.48	82	367	222.48	82	367	225.01	83	367	227.26	83
Special Continuing Dual	376	401.09	151	376	401.09	151	376	406.61	153	376	410.68	154
Special Continuing Single	29	163.19	5	29	163.19	5	21	165.27	3	21	166.92	4
Total	2,101		\$1,109	2,101		\$1,109	2,093		\$1,117	2,093		\$1,127
Subtotal, Initial Allow			\$22,056			\$26,467			\$42,209			\$38,637

Clothing-Maintenance Allowance

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Military Clothing</u>												
Airmen(Male)	99,156	\$86.40	\$8,567	101,597	111.60	\$11,338	101,779	\$122.40	\$12,458	107,686	126.00	\$13,568
Airmen(Female)	18,378	104.40	1,919	17,788	129.60	2,305	17,820	140.40	2,502	18,855	147.60	2,783
Standard Maintenance Allowance												
<u>Military Clothing (37th Month)</u>												
Airmen(Male)	301,569	122.40	36,912	284,565	158.40	45,075	277,694	176.40	48,985	271,309	180.00	48,836
Airmen(Female)	35,585	151.20	5,380	33,385	187.20	6,250	37,509	201.60	7,562	36,647	208.80	7,652
Subtotal, Maintenance Allowance	454,688		\$52,778	437,335		\$64,968	434,802		\$71,507	434,497		\$72,839
<u>Clothing-Supplemental Allowance</u>												
TOTAL Clothing Allowance	10,850	89.57	972	10,850	93.06	1,010	10,850	96.32	1,045	10,850	99.31	1,077
			\$75,805			\$92,392			\$114,761			\$112,554

(In Thousands of Dollars)

FY 1991	Estimate	\$13,417
FY 1990	Estimate	\$13,262
FY 1989	Estimate	\$13,063
FY 1988	Actual	\$12,725

PROJECT: Family Separation Allowances - Enlisted

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate.

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

(Amount in Thousands of Dollars)

PCS overseas with dependents not authorized and maintains two homes

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Manyyears	Statutory Rate	Amount	Manyyears	Statutory Rate	Amount	Manyyears	Statutory Rate	Amount	Manyyears	Statutory Rate	Amount
<u>Grade</u>												
Chief Master Sergeant	26	\$4,074.24	\$106	26	\$4,387.20	\$114	26	\$4,584.48	\$119	26	\$4,735.44	\$123
Senior Master Sergeant	67	3,774.60	253	67	4,033.44	270	67	4,214.76	282	67	4,353.48	292
Master Sergeant	312	3,222.84	1,006	312	3,442.56	1,074	312	3,597.36	1,122	312	3,715.80	1,159
Technical Sergeant	359	2,861.04	1,027	359	3,113.52	1,118	359	3,253.56	1,168	359	3,360.60	1,206
Staff Sergeant	435	2,645.52	1,151	435	2,872.92	1,250	435	3,002.16	1,306	435	3,100.92	1,349
Sergeant	217	2,294.76	498	217	2,501.40	543	217	2,613.96	567	217	2,700.00	586
Airman First Class	30	2,228.88	67	30	2,455.44	74	30	2,565.84	77	30	2,650.32	80
Airman	15	1,892.76	28	15	1,995.48	30	15	2,085.24	31	15	2,153.88	32
Airman Basic	2	1,724.64	3	2	1,772.52	4	2	1,852.32	4	2	1,913.28	4
Subtotal	1,463		4,139	1,463		4,477	1,463		4,676	1,463		4,831
PCS CONUS or overseas with dependents not authorized	8,249	720.00	\$5,939	8,249	720.00	\$5,939	8,249	720.00	\$5,939	8,249	720.00	\$5,939
TDY CONUS or overseas for more than 30 days with dependents not residing near TDY station	3,677	720.00	\$2,647	3,677	720.00	\$2,647	3,677	720.00	\$2,647	3,677	720.00	\$2,647
Total Family Separation Allowance			\$12,725			\$13,063			\$13,262			\$13,417

(In Thousands of Dollars)

FY 1991	Estimate	\$62,018
FY 1990	Estimate	\$61,802
FY 1989	Estimate	\$54,476
FY 1988	Actual	\$72,929

PROJECT: Separation Payments - Enlisted

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted personnel for:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The number of payments decrease in FY 1989 primarily due to a shift of FY 1989 losses into FY 1988. This action also accounts for the subsequent shift in payments in FY 1990, and in FY 1991. Rates have been adjusted for pay raises.

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

(Amount in Thousands of Dollars)

Lump Sum Terminal Leave Payments

Grade	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Number	Days	Average Rate	Amount	Number	Days	Average Rate	Amount	Number	Days	Average Rate	Amount
Chief Master Sergeant	751	12.9	\$1,178.60	885	728	11.6	\$1,197.46	872	721	11.6	\$1,251.89	903
Senior Master Sergeant	1,699	14.1	1,048.64	1,782	1,647	13.0	1,137.56	1,874	1,558	13.0	1,139.23	1,775
Master Sergeant	6,302	18.3	1,416.77	8,928	5,770	16.8	1,527.39	8,813	5,389	16.8	1,527.35	8,231
Technical Sergeant	6,725	26.4	1,289.26	8,670	5,259	24.6	1,273.11	6,695	5,075	24.6	1,272.91	6,460
Staff Sergeant	16,536	25.2	938.48	15,519	12,246	24.6	1,044.79	12,794	13,109	24.6	1,044.54	14,434
Sergeant	36,101	20.9	710.01	25,632	16,899	21.4	756.21	12,779	25,871	21.4	756.81	19,579
Airman First Class	7,874	17.2	411.19	3,238	5,282	16.8	493.58	2,607	4,877	16.8	493.26	2,406
Airman	2,413	15.9	407.52	983	3,404	15.9	433.17	1,475	3,351	15.9	432.56	1,450
Airman Basic	4,547	9.7	254.49	1,157	2,137	8.7	202.29	432	2,077	8.7	206.77	429
Subtotal	82,948			66,794	53,372			48,341	62,738			55,667
Severance Pay (Disability)	530		\$11,575	6,135	530		\$11,575	6,135	530		\$11,575	6,135
Total Separation Payments	83,478			\$72,929	53,902			\$54,476	63,268			\$61,802
									61,928			\$62,018

(In Thousands of Dollars)

FY 1991	Estimate	\$616,542
FY 1990	Estimate	\$628,567
FY 1989	Estimate	\$567,593
FY 1988	Actual	\$559,716

PROJECT: Social Security Tax - Employer's Contribution

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

P.L. 92-216 and P.L. 98-21, dated 20 April 1983, establishes the tax rate while the maximum taxable income CY 87 7.15%, CY 88 7.51%, CY 89 7.51%, CY 90 7.65%, CY 91 7.65%. The FICA computations are based on basic pay and the percentage rate set by law for a given calendar year.

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

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Ballisted	481,731	\$999.02	\$481,260	468,216	\$1,044.68	\$489,137	465,407	\$1,096.05	\$510,111	464,330	\$1,126.54	\$523,086
Wage Credit			78,706			78,706			118,706			93,706
Less: Fines & Forfeitures			(\$250)			(\$250)			(\$250)			(\$250)
Total			\$559,716			\$567,593			\$628,567			\$616,542

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

3. Pay and Allowances of Odele

FY 1989 Direct Program			<u>Amount</u>
			\$35,703
Basic Pay			1,016
- Annualization of FY 1989 pay raise	271		
- FY 1990 3.6% programmed pay raise 1 January 1990	745		
Miscellaneous			152
Total Increases			1,168
FY 1990 Direct Program			\$36,871

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

<u>3. Pay and Allowances of Officers</u>			<u>Amount</u>
FY 1990 Direct Program			\$36,871
Basic Pay		934	
- FY 1991 3.2% pay raise effective 1 January 1991	686		
- Annualization of 3.6% pay raise effective 1 January 1990	248		
Miscellaneous		252	
Total Increases			1,186
FY 1991 Direct Program			\$38,057

(In Thousands of Dollars)

FY 1991	Estimate	.....	\$38,057
FY 1990	Estimate	.....	\$36,871
FY 1989	Estimate	.....	\$35,703
FY 1988	Actual	.....	\$34,725

PROJECT: Academy Cadets

PART I - PURPOSE AND SCOPE

The funds requested are (a) for basic pay, commuted rations allowance, and employer's share of FICA tax for cadets appointed to the United States Air Force Academy, under the provisions of 37 USC 201, 203, and 422 and the Federal Insurance Contributions Act; and (b) for the difference between the value of the commuted ration allowance and the cost of operational rations.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by applying statutory rate to the projected manyears. The FY 1989 estimates are based on an Academy cadet program with beginning strength of 4,464 and end strength of 4,417 and manyears of 4,380. The FY 1990 and FY 1991 programs are based on a beginning and end strength of 4,417 and workyears of 4,380. The operational rations program funds required in specialized summer programs: basic cadet training field exercises, survival training for upper classes and the cadet flying program. The FY 1989 4.3% overall pay raise and the programmed 3.6% and 3.2% pay raises in FY 1990 and FY 1991, respectively, have been included in the requirements.

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Basic Pay	4,364	\$6,021.84	\$26,279	4,380	\$6,237.96	\$27,322	4,380	\$6,469.80	\$28,338	4,380	\$6,683.16	\$29,272
Subsistence												
a) Subsistence Allowance		1,390.80	6,069		1,387.00	6,075		1,387.00	6,075		1,387.00	6,075
b) Operational Rations	310	847.23	263	310	880.27	273	329	911.08	300	333	939.32	313
Subsistence TOTAL			\$6,332			\$6,348			\$6,375			\$6,388
Social Security Tax - Employer's Contribution			\$2,114			\$2,033			\$2,158			\$2,397
Total Academy Cadets			\$34,725			\$35,703			\$36,871			\$38,057

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

		<u>Amount</u>
4. <u>Subsistence of Enlisted Personnel</u>		
FY 1989 Direct Program		
<u>Increases:</u>		
Basic Allowance for Subsistence (BAS)		+ \$37,600
- The increased BAS requirement is due to the annualization of 1 January 1989 pay raise plus a 3.6% pay raise 1 January 1990 (+ \$37,600).		
Subsistence-In-Kind (SIK)		+ \$3,890
- The increase in SIK results from (1) increased BDFA rates (+ \$2,359), Special Rations Rate (+125), (2) Workyear increase in Overseas Dining Halls (+ \$1,143), (3) increased rates for Operational Rations (+ \$181) and Augmented Rations (+ \$82)		
Total Increases		+ \$41,490
<u>Decreases:</u>		
Basic Allowance for Subsistence (BAS)		- \$ 8,062
- Reduction of BAS manyears resulted in decreased dollar requirements (-\$8,062).		
Subsistence-In-Kind (SIK)		- \$ 717
- SIK requirements decreased due to (1) manyear reduction (-\$245), (2) Decrease in Rotational Rations (-\$467), and (3) new food items reduction (-\$5).		
Total Decreases		- \$8,779
FY 1990 Direct Program		\$903,919

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

4. Subsistence of Enlisted Personnel

	Amount
FY 1990 Direct Program	\$903,919
<u>Increases:</u>	
Basic Allowance for Subsistence (BAS)	+ 36,051
- The increased BAS requirement is due to the annualization of 1 January 1990 pay raise (3.6%) plus a 3.2% pay raise effective 1 January 1991 (+ \$36,051).	
Subsistence-In-Kind (SIK)	+ \$11,941
- The increase in SIK requirements result from (1) increase BDPA rates (+ \$2,493), Special Rations Rates (+ \$120), (2) workyear increase in CONUS and Overseas Dining Halls (+ \$9,080), (3) increased rates for Operational Rations (+ 170), and (4) Augmented Rations (+ \$78).	
Total Increases	+ \$47,992
<u>Decreases:</u>	
Basic Allowance for Subsistence (BAS)	- \$27,677
- Reduction of BAS manyears resulted in decreased dollar requirements (-\$27,677).	
Subsistence-In-Kind (SIK)	- \$1,381
- SIK requirements decreased due to reduction in Rotational Rations (-\$1,381).	
Total Decreases	- \$29,058
FY 1991 Direct Program	\$922,853

POLICY AND/OR PRICE CHANGES:

1. POLICY CHANGE

- There are no policy changes in FY 1988 and FY 1989.

2. PRICE CHANGES

- The FY 89-90 program includes an overall 4.3% pay raise effective 1 January 1989.
- The FY 90 program include a 3.6% pay raise effective 1 January 1990.
- The FY 91 program include a 3.2% pay raise effective 1 January 1991.
- Subsistence-In-Kind rates have been adjusted to include inflation changes and anticipated stock fund price adjustments.

(In Thousands of Dollars)

FY 1991	Estimate	\$832,021
FY 1990	Estimate	\$823,647
FY 1989	Estimate	\$794,109
FY 1988	Actual	\$794,959

PROJECT: Basic Allowance for Subsistence

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The requirement is based on the average number of enlisted personnel entitled to receive the several types of allowances. Distribution of personnel in the various categories is developed on the basis of actual experience which indicates that approximately 81% of enlisted personnel draw basic allowance for subsistence (BAS) in lieu of subsisting in Air Force dining halls.

BAS rates are predicated on the same percentage increase as the pay raise for military personnel. An overall 4.3% pay raise, effective 1 January 1989, has been included in the FY 1989 rates making authorized to Mess Separately and Leave Rations daily rate \$5.70 and Rations-In-Kind not available \$6.44. FY 1990 and FY 1991 rates are based on the FY 1989 annualized overall pay raise of 4.3%, the FY 1990 pay raise of 3.6% and the FY 1991 pay raise of 3.2%, each effective 1 January.

The FY 1990 requirements increased \$29,538 as a result of pay raise (+\$37,600) offset by decreased manyears (-\$8,062).

SUMMARY OF PROJECT REQUIREMENTS

	FY 1988 Actual	FY 1989 Estimate	FY 1990 Estimate	FY 1991 Estimate
(a) When authorized to mess separately	\$662,817	\$663,616	\$688,288	\$695,229
(b) Leave rations	51,649	51,663	53,583	54,125
(c) When rations-in-kind not available	80,138	78,475	81,421	82,312
(d) Augmentation of commuted rations allowance	355	355	355	355
Total Basic Allowance for Subsistence	\$794,959	\$794,109	\$823,647	\$832,021

(Amount in Thousands of Dollars)

Basic Allowance for Subsistence

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount	No. Pymts	Average Rate	Amount
(a) When authorized to mess separately	332,146	\$1,995.56	\$662,817	322,103	\$2,060.26	\$663,616	318,832	\$2,158.78	\$688,288	308,113	\$2,256.41	\$695,229
(b) Leave rations	25,882	1,995.56	51,649	25,076	2,060.26	51,663	24,821	2,158.78	53,583	23,987	2,256.41	54,125
(c) When rations in kind not available	35,546	2,254.50	80,138	33,715	2,327.60	78,475	33,372	2,439.80	81,421	32,250	2,552.30	82,312
(d) Augmentation of commuted rations allowance for meals taken separately			355			355			355			355
Total Basic Allowance for Subsistence	393,574		\$794,959	380,894		\$794,109	377,025		\$823,647	364,350		\$832,021

(In Thousands of Dollars)

FY 1991	Estimate	\$153,620
FY 1990	Estimate	\$138,499
FY 1989	Estimate	\$132,079
FY 1988	Actual	\$127,809

PROJECT: Subsistence-in-Kind

PART I - PURPOSE AND SCOPE

Funds provide for subsistence-in-kind furnished active duty enlisted personnel when they do not receive an allowance for subsistence. Funds requested also include (1) special rations; (2) operational rations; (3) augmentation rations; (4) testing of new food items; and (5) the payment for meals furnished under contract at commercial facilities where the payment of the commuted ration would create an individual hardship or the costs of establishment of a government mess facility are prohibitive.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The daily ration rates for FY 1989 are \$3.84 in CONUS and \$4.19 Overseas. FY 1990 and FY 1991 programs contain inflation over FY 1989 which results in ration rates of \$3.98 CONUS/\$4.34 Overseas (FY 1990), and \$4.11 CONUS/\$4.48 Overseas (FY 1991).

The total SIK requirement increased \$3,890 in FY 1990 due to increased rates (+ \$2,359), workyears increase Overseas dining halls (+ \$1,143), and increased costs for rations (+ \$ 388). Increases are offset by many year reduction (-\$245), decreased rotational rations (-\$467), and new food item requirement (-\$5).

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

SUMMARY OF PROJECT REQUIREMENTS

	FY 1988 Actual	FY 1989 Estimate	FY 1990 Estimate	FY 1991 Estimate
Subsistence-in-messes	\$ 62,475	\$ 64,282	\$ 67,539	\$ 79,112
Special rations	3,379	3,496	3,621	3,741
Operational rations	9,329	7,037	6,751	5,540
Augmentation rations	2,182	2,269	2,351	2,429
Other programs	50,444	54,995	58,237	62,798
Total subsistence-in-kind	\$127,809	\$132,079	\$138,499	\$153,620

Personnel Statistics

	FY 1988 Actual	FY 1989 Estimate	FY 1990 Estimate	FY 1991 Estimate
(2) <u>Subsistence-in-Kind</u>				
Average enlisted strength	481,731	468,216	465,407	464,791
Less number provided for elsewhere (many year equivalent)				
On monetary allowance	393,574	380,894	377,025	364,350
Special rations	1,617	1,617	1,617	1,617
Operational rations	1,885	1,252	1,252	1,252
Total deductions	397,076	383,763	379,894	367,219
Air Force enlisted entitled to be subsisted	84,655	84,453	85,513	97,572
Plus: Other services entitled to be subsisted in AF messes	1,896	1,896	1,896	1,896
Minus: AF enlisted entitled to be subsisted in other services	1,017	1,017	1,017	1,017
Total enlisted to be subsisted	85,606	85,404	86,464	98,523

Distribution of Total Entitled to be Subsisted in Messes

	FY 1988 Actual				FY 1989 Estimate				FY 1990 Estimate				FY 1991 Estimate			
	Gross Number	Percent Absent	Net Number		Gross Number	Percent Absent	Net Number		Gross Number	Percent Absent	Net Number		Gross Number	Percent Absent	Net Number	
CONUS																
Air Force	56,018	49%	28,849		55,912	50%	27,956		55,562	50%	27,781		64,803	50%	32,402	
Others	1,317		1,317		1,317		1,317		1,317		1,317		1,317		1,317	
Overseas																
Air Force	27,692	46%	14,954		27,596	47%	14,626		29,006	47%	15,373		31,824	47%	16,867	
Others	579		579		579		579		579		579		579		579	
Total subsisted in messes	85,606		45,699		85,404		44,478		86,464		45,050		98,523		51,165	

(Amount in Thousands of Dollars)

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Rate			Rate			Rate			Rate		
	Number	Daily	Annual Amount	Number	Daily	Annual Amount	Number	Daily	Annual Amount	Number	Daily	Annual Amount
(2) Subsistence-in-Kind (Cont'd)												
(a) Subsistence in Messes												
(1) CONUS												
Air Force	28,849	\$1.64	\$1,332.24	\$38,434								
Others	1,317	3.64	1,332.24	1,755								
(2) Overseas												
Air Force	14,954	3.92	1,434.72	21,455								
Others	579	3.92	1,434.72	831								
Total SIK	45,699		\$62,475									
(b) Special Rations												
(1) CONUS	1,129	5.35	1,958.10	2,211								
(2) Overseas	488	6.54	2,393.64	\$1,168								
Total Special Rations	1,617		\$3,379									
(c) Operational Rations												
(1) Meal, Ready-to-eat (cases)	157,085	43.03	6,759									
(2) B Rations (meals)	88,390	1.92	170									
(3) Tray Packs (meals)	91,337	3.49	319									
(4) Food Packets (each)	1,440	1.80	3									
General Purpose												
(5) Food Packets (each)	544	6.00	3									
Assault												
(6) Cold Weather Rations (Cases)												
(7) Rotation of Operational Rations (meals)												
Total Operational Rations			\$9,329									

(Amount in Thousands of Dollars)

Subsistence-in-Kind (Cont'd)

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Quantity	Rate	Amount	Quantity	Rate	Amount	Quantity	Rate	Amount	Quantity	Rate	Amount
<u>(d) Augmentation Rations</u>												
(1) Supplemental Allowance	5,354	\$224.60	\$1,203	5,370	\$233.13	\$1,252	5,370	\$241.52	\$1,297	5,370	\$249.49	\$1,340
(2) Missile Crew Feeding	1,053	224.60	237	1,057	233.13	246	1,057	241.52	255	1,057	\$249.49	264
(3) Combat Alert Feeding	1,759	224.63	395	1,764	233.17	411	1,764	241.56	426	1,764	\$249.56	440
(4) Medical	7,400	46.87	347	7,400	48.65	360	7,400	50.40	373	7,400	52.06	385
Total Augmentation Rations			\$2,182			\$2,269			\$2,351			\$2,429
<u>(e) Other Programs</u>												
(1) New Food Item Program			12		15				10			10
(2) Sale of Meals Bulk SIK			50,432		54,980				58,227			62,788
Total Other Programs			50,444		54,995				58,237			62,798
Total Subsistence-in-Kind			127,809		132,079				138,499			153,620
Basic Allowance for Subsistence			794,959		794,109				823,647			832,021
Total Obligations			\$922,768		\$926,188				\$962,146			\$985,641
Less: Reimbursable Obligations			50,432		54,980				58,227			62,788
Total Direct Obligations			\$872,336		\$871,208				\$903,919			\$922,853

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

<u>5. Permanent Change of Station Travel</u>		<u>Amount</u>
FY 1989 Direct Program		\$807,925
<u>Increases:</u>		
Projected Inflation		+ 20,842
Industrial Fund Activities	5,730	
Commercial Air Passengers	1,068	
Trailer Allowances	91	
ICC Household Goods	10,059	
International Household Goods	3,457	
Nontemporary Storage	447	
Move/Program Changes		+ 17,102
Increased Household Goods Weight Allowance		+ 25,397
Payraise (Annualized FY89 7.0%; FY90 3.6%)		+ 1,657
Reimbursement Change		+ 44
Total Increases		+ \$65,042
<u>Decreases</u>		
Temporary Lodging Expense		- 99
Total Decreases		-\$ 99
FY 1990 Direct Program		\$872,868

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

<u>5. Permanent Change of Station Travel</u>		<u>Amount</u>
FY 1990 Direct Program		\$872,868
<u>Increases</u>		
Projected Inflation		+ 21,355
Industrial Fund Activities	4,912	
Commercial Air Passengers	975	
Trailer Allowances	86	
ICC Household Goods	10,845	
International Household Goods	4,118	
Nontemporary Storage	419	
Payraise (Annualized FY90 3.6%; FY91 3.2%)		+ 1,286
Temporary Lodging Expense		+ 137
Total Increases		+ \$22,778
<u>Decreases</u>		
Reimbursement Change		- 155
Move/Program Changes		- 6,024
Total Decreases		- \$6,179
FY 1991 Direct Program		\$889,467

PURPOSE AND SCOPE

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

POLICY AND/OR PRICE CHANGES

1. Policy Changes

In FY 1988 the Air Force took extreme measures to reduce operational and rotational PCS move requirements to help offset a funding shortfall in other areas in the Military Personnel Appropriation. We maintained a CONUS manning floor of 85%--No CONUS to CONUS operational move will be made until the gaining unit manning drops below 85 percent; and a 90% Overseas manning floor--No CONUS to overseas rotational move will be made until the unit manning drops below 90 percent. These were established as temporary measures for FY88 as they create manning gaps and skill level imbalances.

In FY 1989, FY90 and FY91 the Air Force, still confronted by severe budget constraints, must continue application of the 85% CONUS manning floor and the 90% Overseas manning floor, seriously jeopardizing our ability to meet global commitments and provide equitable treatment for our people.

In FY 1990 and FY 1991 there are no new initiatives. Funding estimates are included for increased household goods weight allowances, beginning 1 July 1989.

2. Price Changes

In FY 1989 international household goods shipments decreased by .4%; land shipments, commercial air travel and trailer movements increased by 4%; nontemporary storage increased 2%.

FY 1990 and FY 1991 international household goods shipments, land shipments, commercial air travel and trailer movements increased by 3.6% and 3.3%, respectively; nontemporary storage increased by 1.8% and 1.65% respectively. FY 1990 and FY 1991 industrial fund rate adjustments are included.

FY 1989, FY1990 and FY 1991 pay raise (BAQ) amounts are 7%, 3.6% and 3.2%, respectively and are effective 1 January each year.

(Amount in Thousands of Dollars)

PERMANENT CHANGE OF STATION TRAVEL
SUMMARY OF PROJECT REQUIREMENT MOVES

	FY 1988 Actual		FY 1989 Estimate		FY 1990 Estimate		FY 1991 Estimate	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Accession Travel	50,510	43,326	55,210	50,562	70,700	61,527	66,613	63,312
Training Travel	14,236	37,760	14,763	41,565	14,858	42,647	14,822	45,065
Operational Travel Between Duty Stations	20,155	91,411	21,378	102,210	21,031	106,497	20,692	108,025
Rotational Travel To and From Overseas	84,474	447,185	85,046	483,692	84,910	513,138	84,058	522,218
Separation Travel	80,316	108,834	57,765	85,453	68,235	103,792	66,513	104,407
Travel of Organized Units	100	428	412	1,859	412	1,987	568	2,873
Nontemporary Storage		25,065		24,785		25,536		25,841
Temporary Lodging Expense		17,410		19,386		19,287		19,424
Total Obligations	249,791	771,419	234,574	809,512	260,146	874,411	253,266	891,165
Less: Reimbursements		1,529		1,587		1,543		1,698
Total Direct Program		769,890		807,925		872,868		889,467

(Amount in Thousands of Dollars)

SUMMARY OF REQUIREMENTS BY TYPES OF COSTS

	FY 1988 Actual		FY 1989 Estimate		FY 1990 Estimate		FY 1991 Estimate	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount
<u>Travel of Military Member</u>								
Mileage and Per Diem	249,791	103,903	234,574	102,384	260,146	109,957	253,266	107,507
MAC	78,418	30,771	78,218	32,672	79,993	34,218	78,705	34,796
Commercial Air	27,379	13,358	26,518	13,430	30,467	15,986	29,173	15,813
<u>Travel of Dependents (family)</u>								
Mileage and Per Diem	150,157	48,652	139,422	48,350	147,158	48,882	145,506	48,705
MAC	75,857	28,179	75,763	29,865	75,999	30,925	75,294	31,583
Commercial Air	27,576	13,455	27,232	13,792	27,518	14,439	27,193	14,739
<u>Transportation of Household Goods</u>								
M Tons - MSC	83,136	3,909	82,105	6,845	83,010	6,577	82,202	7,089
S Tons - MAC	25,508	33,086	25,111	38,477	25,360	41,781	25,124	43,250
Other Shipments								
(a) Land Shipment, CONUS and Overseas	92,876	284,409	92,685	297,933	93,761	328,252	94,265	339,486
(b) FIGBL	53,481	107,384	52,931	111,618	53,807	126,059	53,170	128,879
Dislocation Allowance	93,245	34,603	95,687	37,598	95,057	38,911	95,146	40,268
Trailer Allowance	1,524	2,458	1,442	2,457	1,496	2,624	1,474	2,665
Transportation of POVs	26,241	20,019	26,112	24,788	26,367	26,066	26,121	26,101
Port Handling Charges		4,758		5,132		4,911		5,019
Nontemporary Storage		25,065		24,785		25,536		25,841
Temporary Lodging Expense		17,410		19,386		19,287		19,424
Total Obligations		771,419		809,512		874,411		891,165
Less: Reimbursements		1,529		1,587		1,543		1,698
Total Direct Program		769,890		807,925		872,868		889,467

(In Thousands of Dollars)

FY 1991	Estimate	\$64,032
FY 1990	Estimate	\$62,149
FY 1989	Estimate	\$51,193
FY 1988	Actual	\$43,849

PROJECT: Accession Travel

PART I - PURPOSE AND SCOPE

Funds provide for the following:

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

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

Cadets - Covers PCS movements of (1) individuals selected as Air Force Academy Cadets upon entry into the Academy and (2) individuals who travel to the academies but fail to pass the entrance physical examinations and are required to return home.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for accession travel cover PCS movements of members entering on active duty. The PCS requirements for accession travel are based upon officer, enlisted and cadet gains as reflected in the Air Force personnel programs. These gains are required to meet planned Air Force manpower levels. This category of move results primarily from approved end strengths and separation/retirements from the Air Force; consequently, adjustments in accession travel can only be accommodated via adjustments in officer, enlisted or cadet strengths. Officer accessions include Academy Graduates, Air Force Reserve Officer Training Corps (ROTC), Medical Officers, Reserve Officers and Officer Training School (OTS) graduates. Enlisted accessions include prior and nonprior service personnel, recalled reserves, USAF Preparatory School, and Officer Training School (OTS).

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

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

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

(Amount in Thousands of Dollars)

Officer Accession Travel

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	6,713	\$408.31	\$2,741	8,431	\$410.51	\$3,461	6,252	\$412.19	\$2,577	8,631	\$414.32	\$3,576
(2) Dependent Travel	2,833	384.40	1,089	3,558	386.73	1,376	2,639	387.65	1,023	3,643	388.97	1,417
(3) Transportation of Household Goods												
(a) Land & ITGRL	4,899	1,646.05	8,064	6,152	1,827.37	11,242	4,562	2,127.35	9,705	6,298	2,197.68	13,841
(b) Overseas			151			229			180			262
(4) Dislocation Allowance	397	327.46	130	540	346.30	187	533	362.10	193	1,270	374.80	476
(5) Trailer Allowance	24	1,103.36	26	30	1,145.29	34	22	1,186.52	26	30	1,225.68	37
(6) POV												
(a) MSC	261	\$13.21	134	328	635.35	208	243	664.14	161	336	671.45	226
(b) Port Handling	261	105.72	28	328	114.07	37	243	108.49	26	336	111.85	38
(7) Port Handling (HHGs)(M Tons)	538	18.34	10	675	19.79	13	501	18.82	9	691	19.40	13
Subtotal	6,713		\$12,373	8,431		\$16,787	6,252		\$13,900	8,631		\$19,886

(Amount in Thousands of Dollars)

Enlisted Accession Travel

	FY 1988 Actual		FY 1989 Estimate		FY 1990 Estimate		FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	42,376	\$482.89	\$20,463	45,312	\$487.69	\$22,098	62,981	\$491.88	\$30,979
(2) Dependent Travel	7,459	174.69	1,303	7,976	175.40	1,399	11,086	175.99	1,951
(3) Transportation of Household Goods									
(a) Land & ITGBL	5,130	1,607.79	8,248	5,485	1,666.18	9,139	7,624	1,726.12	13,160
(b) Overseas			362			468			694
(4) Dislocation Allowance	0	0.00	0	0	0.00	0	0	0.00	0
(5) Trailer Allowance	20	1,303.02	26	21	1,352.53	28	29	1,401.22	41
(6) POV									
(a) MSC	460	502.81	231	492	622.48	306	683	650.69	444
(b) Port Handling	460	90.32	42	492	97.46	48	683	92.69	63
(7) Port Handling (111Gs)(M Tons)	919	18.90	17	982	20.39	20	1,365	19.39	26
Subtotal	42,376		\$30,692	45,312		\$33,506	62,981		\$47,358
<u>Cadet Accession Travel</u>									
(1) Member Travel	1,421	183.55	261	1,467	183.55	269	1,467	183.55	269
(a) Mileage and Per Diem									
Total Accession Travel	50,510		\$43,326	55,210		\$50,562	70,700		\$61,527
							66,613		\$63,312

(In Thousands of Dollars)

FY 1991	Estimate	\$45,898
FY 1990	Estimate	\$43,444
FY 1989	Estimate	\$42,367
FY 1988	Actual	\$38,522

PROJECT: Training Travel

PART I - PURPOSE AND SCOPE

Funds provide for the CONUS PCS movements of:

- (1) officers and enlisted personnel from previous permanent duty stations to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction, of 20 weeks duration or more; and (2) officer and enlisted school graduates and eliminees from school to their next permanent CONUS duty station (excludes Academy graduates, OTS graduates, flying training graduates, ROTC graduates and others chargeable as accession travel); and (3) enlisted personnel ordered to training leading to a commission.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

As training moves rise by less than one percent between FY 89 and FY 90, and remain relatively constant between FY 90 and 91, the cost increases are primarily inflation. Inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

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

(Amount in Thousands of Dollars)

Training Travel

	FY 1988 Actual		FY 1989 Estimate		FY 1990 Estimate		FY 1991 Estimate	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
<u>Officer Training Travel</u>								
(1) Member Travel	7,318	\$436.87	7,525	\$438.14	7,166	\$435.25	7,580	\$436.68
a) Mileage and Per Diem		3,197		3,297		3,119		3,310
(2) Dependent Travel	4,616	445.41	4,779	446.33	4,498	444.20	4,775	445.03
(b) Mileage (family)		2,056		2,133		1,998		2,125
(3) Transportation of Household Goods	7,318	2,602.62	7,525	2,850.76	7,166	3,057.21	7,580	3,177.44
(4) Dislocation Allowance	6,603	402.39	6,808	427.29	6,456	442.53	6,834	458.88
(5) Trailer Allowance	31	1,322.58	33	1,333.33	31	1,387.10	32	1,437.50
Subtotal	7,318		7,525	\$29,835	7,166	\$29,925	7,580	\$32,702
<u>Enlisted Training Travel</u>								
(1) Member Travel	6,918	304.86	7,238	304.37	7,692	305.25	7,242	304.89
(a) Mileage and Per Diem		\$2,109		\$2,203		\$2,348		\$2,208
(2) Dependent Travel	3,042	353.06	3,201	358.33	3,367	348.68	3,186	353.11
(b) Mileage (family)		1,074		1,147		1,174		1,125
(3) Transportation of Household Goods	2,324	2,800.34	2,453	2,931.10	2,564	3,075.66	2,434	3,184.47
(4) Dislocation Allowance	3,433	302.07	3,614	318.48	3,799	334.30	3,596	344.27
(5) Trailer Allowance	19	1,842.11	20	1,950.00	22	2,000.00	20	2,050.00
Subtotal	6,918		7,238	\$11,730	7,692	\$12,722	7,242	\$12,363
Total Training Travel	14,236	\$37,760	14,763	\$41,565	14,858	\$42,647	14,822	\$45,065

(In Thousands of Dollars)

FY 1991	Estimate	\$109,287
FY 1990	Estimate	\$107,756
FY 1989	Estimate	\$103,470
FY 1988	Actual	\$92,577

PROJECT: Operational Travel Between Duty Stations

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

- (1) officers and enlisted personnel to and from permanent duty stations located within the United States; (2) officers and enlisted personnel to and from permanent duty stations located within an overseas area when no transoceanic travel is involved; and (3) dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned, missing, or captured when no transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Air Force operational PCS funding has been suppressed since FY 86, causing the Air Force to adopt numerous internal initiatives to reduce expenditures. The most significant measure is the implementation of manning floors of 85% CONUS and 90% overseas. No move will be initiated until manning in the gaining unit falls below the appropriate floor threshold. While these measures were intended to be of a short-term nature, continued reduced budget authority has precluded the Air Force from correcting the problems they created. Total operational moves continue to decline between FY 89 and FY 90, and between FY 90 and FY 91. The cumulative effect of these measures necessitates an injection of resources to restore mission responsiveness to the Air Force PCS program. Without such funding, problems such as manning and skill imbalances will worsen. Payraise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

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

(Amount in Thousands of Dollars)

Operational Travel

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Operational Travel</u>												
(1) Member Travel												
(a) Mileage and Per Diem	9,363	\$597.54	5,595	9,953	\$597.54	\$5,947	9,636	\$597.54	\$5,758	9,617	\$597.54	\$5,747
(2) Dependent Travel												
(b) Mileage (family)	7,925	495.29	3,925	8,424	495.29	4,172	8,156	495.29	4,040	8,140	495.29	4,032
(3) Transportation of Household Goods	9,363	4,350.17	40,731	9,953	4,635.76	46,140	9,636	4,932.15	47,526	9,617	5,094.92	48,998
(4) Dislocation Allowance	8,698	490.46	4,266	9,246	518.39	4,793	8,952	541.44	4,847	8,934	559.21	4,996
(5) Trailer Allowance	94	1,223.58	115	99	1,270.08	126	96	1,315.80	126	96	1,359.22	130
Subtotal	9,363		\$54,632	9,953		\$61,178	9,636		\$62,297	9,617		\$63,903
<u>Enlisted Operational Travel</u>												
(1) Member Travel												
(a) Mileage and Per Diem	10,792	414.67	\$4,475	11,425	414.67	\$4,738	11,395	414.67	\$4,725	11,075	414.67	\$4,592
(2) Dependent Travel												
(b) Mileage (family)	8,779	346.90	3,045	9,294	346.90	3,224	9,270	346.90	3,216	9,009	346.90	3,125
(3) Transportation of Household Goods	10,792	2,390.14	25,794	11,425	2,556.84	29,212	11,395	2,830.21	32,250	11,075	2,923.62	32,379
(4) Dislocation Allowance	9,591	264.62	2,538	10,154	279.59	2,839	10,128	291.96	2,957	9,843	301.64	2,969
(5) Trailer Allowance	518	1,788.81	927	549	1,856.78	1,019	547	1,923.62	1,052	532	1,987.10	1,057
Subtotal	10,792		\$36,779	11,425		\$41,032	11,395		\$44,200	11,075		\$44,122
Total Operational Travel	20,155		\$91,411	21,378		\$102,210	21,031		\$106,497	20,692		\$108,025

(In Thousands of Dollars)

FY 1991	Estimate	.....	\$539,195
FY 1990	Estimate	.....	\$530,023
FY 1989	Estimate	.....	\$500,426
FY 1988	Actual	.....	\$463,346

PROJECT: Rotational Travel to and from Overseas

PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

- (1) officers and enlisted personnel from permanent duty stations in CONUS, or training of 20 weeks or more duration, to permanent duty stations overseas; (2) officers and enlisted personnel from permanent duty stations overseas in CONUS, or training of 20 weeks or more duration; (3) officers and enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; and (4) dependents, household goods, personal effects, trailer allowances and privately owned vehicles of officers and enlisted personnel who are interned, missing or captured when transoceanic travel is involved.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Like operational moves, Air Force rotational PCS funding has been suppressed since FY 1986, causing the Air Force to adopt numerous internal initiatives to reduce expenditures. The most significant measure is the implementation of manning floors of 85% CONUS and 90% overseas. No move will be initiated until manning in the gaining unit falls below the appropriate floor threshold. While these measures were intended to be of a short-term nature, continued reduced budget authority has precluded the Air Force from correcting the problems they created. Total rotational moves continue to decline between FY 1989 and FY 1990, and between FY 1990 and FY 1991. The cumulative effect of these measures necessitates an injection of resources to restore mission responsiveness to the Air Force PCS program. Without such funding, problems such as manning and skill imbalances will worsen. Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

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

(Amount in Thousands of Dollars)

Officer Rotational Travel

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	11,797	\$1,181.83	\$13,942	12,595	\$1,208.57	\$15,222	12,370	\$1,226.03	\$15,166	12,237	\$1,243.03	\$15,211
(2) Dependent Travel	9,039	1,814.91	16,405	9,650	1,855.23	17,903	9,478	1,883.20	17,849	9,376	1,909.98	17,908
(3) Transportation of Household Goods												
(a) Land & ITGBL	14,678	3,152.94	46,279	15,672	3,365.55	52,745	15,392	3,621.42	55,741	15,226	3,740.96	56,960
(b) Overseas			8,614			11,276			11,743			12,222
(4) Dislocation Allowance	10,614	452.23	4,800	11,332	477.85	5,415	11,130	499.10	5,555	11,010	515.53	5,676
(5) Trailer Allowance	143	2,208.40	316	152	2,292.32	348	150	2,374.84	356	148	2,453.21	363
(6) POV												
(a) MSC	4,955	983.80	4,875	5,290	1,217.94	6,443	5,195	1,273.15	6,614	5,140	1,287.15	6,616
(b) Port Handling (M Tons)	4,955	182.71	905	5,290	197.14	1,043	5,195	187.49	974	5,140	193.30	994
(7) Port Handling (HHGS) (M Tons)	18,735	29.44	552	20,002	31.77	635	19,645	30.21	593	19,434	31.15	605
Subtotal	11,797		\$96,688	12,595		\$111,030	12,370		\$114,591	12,237		\$116,555

Enlisted Rotational Travel

(Amount in Thousands of Dollars)

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	72,677	\$1,030.37	\$74,884	72,451	\$1,054.00	\$76,363	72,540	\$1,068.25	\$77,491	71,821	\$1,082.07	\$77,715
(2) Dependent Travel	51,865	970.04	50,311	51,704	1,004.00	51,911	51,768	1,025.98	53,113	51,255	1,047.23	53,676
(3) Transportation of Household Goods												
(a) Land & ITGBL	71,031	2,310.16	164,093	70,810	2,447.06	173,277	70,897	2,726.18	193,278	70,195	2,816.14	197,679
(b) Overseas			25,719			31,253			33,246			34,610
(4) Dislocation Allowance	53,828	355.67	19,145	53,661	375.92	20,172	53,727	392.63	21,095	53,195	405.58	21,575
(5) Trailer Allowance	169	1,648.84	279	168	1,711.50	288	168	1,773.11	298	167	1,831.62	306
(6) POV												
(a) MSC	18,467	723.18	13,355	18,410	895.30	16,482	18,432	935.88	17,250	18,250	946.17	17,268
(b) Port Handling (M Tons)	18,467	104.27	1,926	18,410	112.51	2,071	18,432	107.00	1,972	18,250	110.32	2,013
(7) Port Handling (HHGS) (M Tons)	52,284	15.02	785	52,121	16.21	845	52,185	15.41	804	51,668	15.89	821
Subtotal	72,677		\$350,497	72,451		\$372,662	72,540		\$398,547	71,821		\$405,663
Total Rotational Travel	84,474		\$447,185	85,046		\$483,692	84,910		\$513,138	84,058		\$522,218

(In Thousands of Dollars)

PROJECT: Separation Travel

FY 1991	Estimate	\$110,345
FY 1990	Estimate	\$109,691
FY 1989	Estimate	\$90,738
FY 1988	Actual	\$115,269

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for separation travel cover general separations and retirements from the Air Force. The PCS requirements for separation travel are based upon officer, enlisted and cadet losses as reflected in the Air Force personnel programs. Separation travel covers disability separations, honorable separations, enlisted personnel on expiration term of service and normal early releases, retirements, etc.

Total estimated separation moves increase by 10,470 between FY 89 and FY 90, and decline by 1,722 between FY 90 and FY 91, reflecting forecasted Air Force personnel changes. Pay raise and inflation factors are explained in the "Price Changes" section at the beginning of the Permanent Change of Station detail section.

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

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

(Amount in Thousands of Dollars)

Officer Separation Travel

	FY 1988 Actual		FY 1989 Estimate		FY 1990 Estimate		FY 1991 Estimate	
	Number	Rate	Number	Rate	Number	Rate	Number	Rate
(1) Member Travel	8,860	\$213.21	\$1,889	\$214.40	\$1,926	\$215.43	8,762	\$216.39
(2) Dependent Travel	7,126	368.23	2,624	371.34	2,687	373.64	7,059	375.55
(3) Transportation of Household Goods								
(a) Land & ITGBL	4,911	3,057.21	15,014	3,284.39	16,353	3,555.78	4,857	3,672.84
(b) Overseas			494		659			
(4) Dislocation Allowance								
(5) Trailer Allowance	34	1,733.85	59	1,799.74	63	1,864.53	34	1,926.06
(6) POV								
(a) MSC	496	729.87	362	903.58	455	944.53	491	954.92
(b) Port Handling (M Tons)	496	152.19	75	164.21	83	156.17	491	161.01
(7) Port Handling (HHGS) (M Tons)	3,218	25.83	83	27.87	91	26.50	3,185	27.32
Subtotal	8,860		\$20,600		\$22,317		8,762	\$23,793

(Amount in Thousands of Dollars)

Separation Travel

	FY 1988 Actual		FY 1989 Estimate		FY 1990 Estimate		FY 1991 Estimate					
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount			
<u>Enlisted Separation Travel</u>												
(1) Member Travel	71,083	\$256.07	\$18,202	48,327	\$258.28	\$12,482	59,211	\$260.14	\$15,403	57,296	\$261.92	\$15,007
(2) Dependent Travel	47,401	177.76	8,426	33,305	178.41	5,942	39,696	181.10	7,189	38,703	182.21	7,052
(3) Transportation of Household Goods												
(a) Land & ITGBL	15,811	3,649.29	57,699	10,750	3,851.34	41,402	13,170	4,134.01	54,445	12,744	4,270.40	54,422
(b) Overseas			1,655			1,437			1,842			1,883
(4) Dislocation Allowance												
(5) Trailer Allowance	471	1,342.23	632	331	1,393.23	461	394	1,443.39	569	384	1,491.02	573
(6) POV												
(a) MSC	1,602	662.78	1,062	1,089	820.52	894	1,334	857.71	1,144	1,291	867.14	1,119
(b) Port Handling (M Tons)	1,602	113.26	181	1,089	122.21	133	1,334	116.23	155	1,291	119.83	155
(7) Port Handling (HHGS) (M Tons)	7,442	20.68	154	5,060	22.31	113	6,199	21.21	131	5,999	21.87	131
Subtotal	71,083		\$88,011	48,327		\$62,864	59,211		\$80,878	57,296		\$80,342

Cadet Separation

(1) Member Travel	373	597.01	223	455	597.01	272	455	597.01	272	455	597.01	272
(a) Mileage and Per Diem												
Total Separation Travel	80,316		\$108,834	57,765		\$85,453	68,235		\$103,792	66,513		\$104,407

(In Thousands of Dollars)

FY 1991	Estimate	\$2,984
FY 1990	Estimate	\$2,061
FY 1989	Estimate	\$1,932
FY 1988	Actual	\$446

PROJECT: Travel of Organized Units

PART I - PURPOSE AND SCOPE

Funds provide for the CONUS or overseas movement of:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The Air Force estimate of organized unit move requirements is based on the most comprehensive and factual planning data available. Air Force planned unit move PCS requirements are developed from the Air Force Program - Bases, Units and Priorities (PID) and are the moves actually programmed for the operating and budget years at applicable rates and prices. Anticipated moves are tracked throughout the operating and budget years since operational requirements dictate changes to the initial schedule.

Estimated unit moves remain constant between FY 89 and FY 90, and increase by 156 between FY 90 and FY 91. These estimates are based on the number of moves required to support specific unit move requirements. Pay raise and inflation factors are described under "Price Changes" at the beginning of the Permanent Change of Station detail section.

The average rates are based upon statistical data, ratios and percentages derived from actual PCS organized unit move costs. The number of officer and enlisted organized unit moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the average rates results in the estimated fund requirements.

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

(Amount in Thousands of Dollars)

Officer Unit Move Travel

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	40	\$600.00	24	166	\$596.39	99	166	\$596.39	99	250	\$596.00	149
(2) Dependent Travel	34	470.59	16	141	460.99	65	141	460.99	65	212	457.55	97
(3) Transportation of Household Goods												
(a) Land & ITGBL	40	4,350.00	174	166	4,638.55	770	166	4,951.80	822	250	5,112.00	1,278
(b) Overseas												
(4) Dislocation Allowance	40	475.00	19	165	515.15	85	165	533.33	88	247	554.66	137
(5) Trailer Allowance												
(6) POV												
(a) MSC	0	983.80	\$0	0	1,217.94	\$0	0	1,273.15	\$0	0	1,287.15	\$0
(b) Port Handling (M Tons)	0	182.71	\$0	0	197.14	\$0	0	187.49	\$0	0	193.30	\$0
(7) Port Handling (HHGS) (M Tons)	0	29.44	\$0	0	31.77	\$0	0	30.21	\$0	0	31.15	\$0
Subtotal	40		\$233	166		\$1,019	166		\$1,074	250		\$1,661

(Amount in Thousands of Dollars)

Enlisted Unit Move Travel

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
(1) Member Travel	60	\$450.00	\$27	246	\$443.09	\$109	246	\$443.09	\$109	318	\$443.40	\$141
(2) Dependent Travel	38	315.79	12	154	311.69	48	154	311.69	48	200	310.00	62
(3) Transportation of Household Goods												
(a) Land & ITGBL	60	2,383.33	143	246	2,556.91	629	246	2,845.53	700	318	2,940.25	935
(b) Overseas												
(4) Dislocation Allowance	41	268.29	11	167	281.44	47	167	293.41	49	217	299.54	65
(5) Trailer Allowance	1	2,000.00	2	4	1,750.00	7	4	1,750.00	7	5	1,800.00	9
(6) POV												
(a) MSC		723.18			895.30			935.88			946.17	
(b) Port Handling (M Tons)		104.27			112.51			107.00			110.32	
(7) Port Handling (HHGS) (M Tons)		15.02			16.21			15.41			15.89	
Subtotal	60		195	246		840	246		913	318		1,212
Total Unit Move Travel	100		\$428	412		\$1,859	412		\$1,987	568		\$2,873
Temporary Lodging Expense			17,410			19,386			19,287			19,424
Nontemporary Storage			25,065			24,785			25,536			25,841
Total Obligations	249,791		771,419	234,574		809,512	260,146		874,411	253,266		891,165
Less: Reimbursements			(1,529)			(1,587)			(1,543)			(1,698)
Total Direct Obligations			\$769,890			\$807,925			\$872,868			\$889,467

SCHEDULE OF INCREASES AND DECREASES
(In Thousand of Dollars)

6. Other Military Personnel Costs

Amount
\$35,333

FY 1989 Direct Program

Increases

Death Gratuities + 6

- Increase resulting from growth in manyear averages used to forecast program requirements.

Unemployment Compensation + 2,500

- Increase based on latest projections of unemployment rate and duration of payment from Department of Labor.

Survivor Benefits + 700

- Increase reflects higher Veterans Administration requirements.

Total Increases

+ 3,206

Decreases

None

Total Decreases

0

FY 1990 Direct Program

\$38,539

SCHEDULE OF INCREASES AND DECREASES
(In Thousand of Dollars)

6. Other Military Personnel Costs

	<u>Amount</u>
FY 1990 Direct Program	\$38,539

Increases:

Survivor Benefits	+ 800
- Increase reflects higher Veterans Administration requirements.	

Total Increases	+ 800
-----------------	-------

Decreases:

None

Total Decreases	0
-----------------	---

FY 1991 Direct Program	\$39,339
------------------------	----------

(In Thousands of Dollars)

	FY 1991	Estimate	.....	\$98
	FY 1990	Estimate	.....	\$98
	FY 1989	Estimate	.....	\$98
	FY 1988	Actual	.....	\$98

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

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from current experience.

The following table provides the details of the estimate:

	FY 1988 Actual		FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Travel and other expenses incident to the apprehension and delivery of deserters, absentees and prisoners					\$98			\$98			\$98

(In Thousands of Dollars)

PROJECT: Interest on Uniformed Service Savings Deposit Program

FY 1991	Estimate	.....	\$22,000
FY 1990	Estimate	.....	\$22,000
FY 1989	Estimate	.....	\$22,000
FY 1988	Actual	.....	\$20,000

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The following table provides details of the computation:

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Number	Average		Number	Average		Number	Average		Number	Average	
		Interest	Amount		Interest	Amount		Interest	Amount		Interest	Amount
Officers	1	\$19,501	\$20	1	\$21,501	\$22	1	\$21,501	\$22	1	\$21,501	\$22
Total	1		\$20	1		\$22	1		\$22	1		\$22

(In Thousands of Dollars)

PROJECT: Death Gratuities
 FY 1991 Estimate \$1,419
 FY 1990 Estimate \$1,419
 FY 1989 Estimate \$1,413
 FY 1988 Actual \$1,419

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Fund requirements are based on the most recent mortality rates as applied against the programmed manyyears of personnel and the statutory gratuity amount.

Details of the computation are provided in the following table:

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	75	\$3,000	\$225	75	\$3,000	\$225	75	\$3,000	\$225	75	\$3,000	\$225
Airmen	398	3,000	1,194	396	3,000	1,188	398	3,000	1,194	398	3,000	1,194
Total	473		1,419	471		1,413	473		1,419	473		1,419

(In Thousands of Dollars)

FY 1991	Estimate	\$24,500
FY 1990	Estimate	\$24,500
FY 1989	Estimate	\$22,000
FY 1988	Actual	\$26,763

PROJECT: Unemployment Benefits Paid to Ex-Service Members

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Actual Number	Avg Rate	Amount	Actual Number	Avg Rate	Amount	Actual Number	Avg Rate	Amount	Actual Number	Avg Rate	Amount
Unemployment Benefits Costs			\$26,763			\$22,000			\$24,500			\$24,500

(In Thousands of Dollars)

PROJECT: Survivor Benefits

FY 1991	Estimate	\$13,300
FY 1990	Estimate	\$12,500
FY 1989	Estimate	\$11,800
FY 1988	Actual	\$11,700

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	FY 1988 Actual	FY 1989 Estimate	FY 1990 Estimate	FY 1991 Estimate
Survivor Benefits	\$11,700	\$11,800	\$12,500	\$13,300

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

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
ASSIGNED OUTSIDE DOD												
<u>Nonreimbursable Personnel:</u>												
Exec Office of the President •	11	4	15	10	5	15	10	5	15	10	5	15
Vice President's Office	3	5	8	7	4	11	7	4	11	7	4	11
State Department	2	0	2	4	0	4	4	0	4	4	0	4
Dept of Transportation	1	0	1	1	0	1	1	0	1	1	0	1
Arms Ctrl and Disarm't Agency	1	0	1	1	0	1	1	0	1	1	0	1
Energy Department	12	1	13	11	1	12	11	1	12	11	1	12
Interior Dept (Trust Is.)*	1	12	13	1	7	8	1	7	8	1	7	8
Department of Justice	1	0	1	1	0	1	1	0	1	1	0	1
Central Intelligence Agency	0	0	0	1	0	1	0	0	0	0	0	0
Internat'l Development Agency	0	0	0	2	0	2	0	0	0	0	0	0
Nat'l Oceanic & Atm Admin	6	0	6	4	0	4	4	0	4	4	0	4
U.N. Truce Supervision Agency	6	0	6	5	0	5	5	0	5	5	0	5
Environ Protect'n Agency	1	0	1	1	0	1	1	0	1	1	0	1
Selective Service System	1	0	1	0	0	0	0	0	0	0	0	0
Miscellaneous	7	0	7	0	0	0	0	0	0	0	0	0
Subtotal - Nonreimb Program	53	22	75	49	17	66	46	17	63	46	17	63
<u>Reimbursable Personnel:</u>												
Exec Office of the President	2	0	2	2	0	2	2	0	2	2	0	2
Central Intelligence Agency	17	0	17	19	0	19	19	0	19	19	0	19
State Department	3	0	3	2	0	2	2	0	2	2	0	2
Arms Ctrl and Disarm't Agency	9	0	9	12	0	12	12	0	12	12	0	12
Dept of Transportation	17	1	18	20	1	21	20	1	21	20	1	21
Energy Department	0	0	0	5	0	5	0	0	0	0	0	0
NASA	31	2	33	32	2	34	32	2	34	32	2	34
Classified Activities	28	8	36	22	35	57	52	108	160	52	108	160
Selective Service System	4	0	4	3	0	3	3	0	3	3	0	3
Argonne Nat'l Laboratory	0	0	0	1	0	1	0	0	0	0	0	0
Nat'l Oceanic & Atm Admin	0	0	0	1	0	1	1	0	1	1	0	1
Dept of Agriculture	1	0	1	1	0	1	1	0	1	1	0	1
Subtotal - Reimbursable Prog	112	11	123	120	38	158	144	111	255	144	111	255
Total Outside DOD	165	33	198	169	55	224	190	128	318	190	128	318

MILITARY PERSONNEL ASSIGNED OUTSIDE THE DOD (END STRENGTH)

	FY 1988 Actual			FY 1989 Estimate			FY 1990 Estimate			FY 1991 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>Reimbursable Personnel</u>												
NASA	4	17	21	4	17	21	4	17	21	4	17	21
Foreign Military Sales	478	845	1323	448	733	1181	445	576	1021	441	560	1001
Security Assistance Program	144	41	185	142	39	181	141	38	179	141	38	179
Total - Other Activities	626	903	1529	594	789	1383	590	631	1221	586	615	1201
Total Reimbursable	738	914	1652	714	827	1541	734	742	1476	730	726	1456
Total Nonreimbursable	53	22	75	49	17	66	46	17	63	46	17	63
<u>Grand Total</u>	791	936	1727	763	844	1607	780	759	1539	776	743	1519

REIMBURSABLE PROGRAM
Department of the Air Force
(\$ in Thousands)

	<u>FY 1988</u> <u>Actual</u>	<u>FY 1989</u> <u>Estimate</u>	<u>FY 1990</u> <u>Estimate</u>	<u>FY 1991</u> <u>Estimate</u>
<u>Subsistence</u>				
Reserve and National Guard	4,046	4,213	4,364	4,504
Individual	39,964	44,082	46,937	51,137
Other	6,422	6,685	6,926	7,147
Subtotal	50,432	54,980	58,227	62,788
<u>Medical</u>	5,658	5,869	5,707	5,895
<u>Foreign Military Sales * (Non-Strength)</u>	30,612	27,198	24,496	22,711
<u>Other Non-Strength</u>				
Surcharge, Misc.	5,647	5,055	5,000	5,083
<u>Strength Related</u>				
Officer	36,580	37,317	37,852	41,612
--Basic Pay				
--Other Pay and Allowances	11,018	11,051	10,952	11,387
Enlisted	15,071	10,507	10,945	12,673
--Basic Pay				
--Other Pay and Allowances	6,651	6,337	6,409	6,553
Retired Pay Accrual (Officers & Enlisted)	26,445	35,699	36,269	38,400
PCS Travel	1,529	1,587	1,543	1,698
Subtotal	97,294	102,498	103,970	112,323
<u>Total Program</u>	189,643	195,600	197,400	208,800

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