DEPARTMENT OF THE AIR FORCE

FISCAL YEAR 2001 BUDGET ESTIMATES
FEBRUARY 2000

MILITARY PERSONNEL APPROPRIATION

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MILITARY PERSONNEL, AIR FORCE

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SECTION 1

SUMMARY OF REQUIREMENTS BY BUDGET PROGRAMS

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

	FY 1999 Actual	FY 2000 Estimate	FY 2001 Estimate
Direct Program			
Pay and Allowances of Officers	5,709,823	6,070,828	6,125,644
Pay and Allowances of Enlisted	9,666,473	9,994,369	10,432,553
Pay and Allowances of Cadets	37,459	38,426	38,493
Subsistence of Enlisted Personnel	767,481	770,609	775,810
Permanent Change of Station Travel	846,361	899,145	870,130
Other Military Personnel Programs	41,198	40,226	40,204
TOTAL DIRECT PROGRAM	17,068,795	17,813,603	18,282,834
Reimbursable Program			
Pay and Allowances of Officers	86,752	110,196	91,574
Pay and Allowances of Enlisted	91,074	110,022	70,990
Subsistence of Enlisted Personnel	26,050	26,032	26,032
Permanent Change of Station Travel	1,288	1,253	1,319
TOTAL REIMBURSABLE PROGRAM	205,164	247,503	189,915
Total Program			
Pay and Allowances of Officers	5,796,575	6,181,024	6,217,218
Pay and Allowances of Enlisted	9,757,547	10,104,391	10,503,543
Pay and Allowances of Cadets	37,459	38,426	38,493
Subsistence of Enlisted Personnel	793,531	796,641	801,842
Permanent Change of Station Travel	847,649	900,398	871,449
Other Military Personnel Programs	41,198	40,226	40,204
TOTAL PROGRAM	17,273,959	18,061,106	18,472,749

SECTION 2

INTRODUCTORY STATEMENT

SECTION 2
INTRODUCTORY STATEMENT

The Military Personnel Appropriation, Air Force, provides financial resources to compensate the active military personnel supporting the approved force structure. 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 (PCS) Travel; and Other Military Personnel costs. Retired pay accrual is contained in Pay and Allowances of Officers and Enlisted personnel, as appropriate. Unemployment compensation, social security benefits to surviving family members excluded under previous eligibility rules, and miscellaneous entitlements are under Other Military Personnel Costs. The budget activity structure and detailed justification demonstrate how the military personnel program is managed and controlled. It displays the inventory of officers, enlisted personnel and cadets with the associated work years. This overview encompasses a wide range of programming actions that affect requirements dealing with grade structure, promotions, gains and losses, flight status, subsistence, PCS travel and other related resource allocation issues.

The appropriation covers entitlements approved by Congress in the FY 2000 National Defense Authorization Act (NDAA) which authorized new entitlements. Examples of these additional entitlements include: Pay Table Reform, Military Retirement Reform Act, Aviation Career Incentive Pay (ACIP) for Air Battle Managers, Payment of Temporary Lodging Expenses to enlisted members upon their initial PCS, Career Enlisted Flyer Incentive Pay (CEFIP) and Enhanced Aviation Continuation Pay (ACP). Proposed legislation for FY 2001 includes Personal Monetary Allowance for Senior Enlisted Members and increase Uniform Allowance for Officers. The FY 2000 NDAA also provides a one-time lump sum bonus for members who elect to remain under the REDUX retirement plan (40% retirement benefit at 20 years of service, with partial COLA). Members who entered service after July 31, 1986 will be given a choice of retirement plans at their 15th year of service. The FY 2000 budget includes FY 2000 National Defense Authorization Act direction to accelerate the transition to market-based housing rates for the payment of Basic Allowance for Housing (BAH) and the FY 2001 program includes initiatives to reduce the service member's BAH out-of-pocket expense to 15 percent.

The Air Force budgeted a reduction of 900 end strength during FY 2000 and FY 2001. The majority of the reduction is attributable to BRAC. Also, this budget submission displays the Air Force's estimation that the end strength for FY00 will fall 2,977 (1,027 officer and 1,950 enlisted) short of the FY00 NDAA end strength floor of 360,877. The Air force continues to strive to meet end strength goals, but has been hampered by continuing adverse trends in recruiting and retention. We ended FY 1999 approximately 10,300 under our authorized strength. We increased the accession goal for FY 1999 to 33,800, but end the year short of that goal by 1,732. This is the first time in 20 years the AF has missed the recruiting goal. We also increased the accession goals for both FY 2000 and FY 2001. To help meet these increased goals, we have implemented several initiatives help recruiters make these goals. We are making every effort to get the recruiter manning to 100% by Mar 00. In addition, we have increased authorizations for the recruiter career field by 300 (which we expect to man by Mar 01). We have increased the advertising budget and again expanded and enhanced the enlistment bonus program from $22 million in FY 1999 to $109 million in FY 2001. We sourced $12 million from other appropriations to implement a prior service enlistment bonus designed to encourage experienced individuals to rejoin the Air Force; a college loan repayment for new recruits, and

aptitude index mechanical bonus. With these initiatives coupled with Expeditionary Aerospace Force structure realignments to harness OPSTEMPO, we expect to meet the higher recruiting goals and our required endstrength.

Enlisted retention rates continue to be below the stated Air Force goals (55% for first term airmen, 75% for second term and 95% for career). Rates for FY 1999 ended at 49% for first term, 69% for second term and 91% for career. To keep highly trained and experienced enlisted personnel; we expanded the Selective Reenlistment Bonus program from $74 million in FY 1999 to $121 million in FY00 and $113 million in FY 2001. We will continue to reevaluate this progam semi-annully to maximize the effectiveness of this critical retention tool.

Officer retention, including pilots, was also down in FY99. However, the long-term pilot bonus take rate increased from 27 percent in FY 1998 to 42 percent in FY 1999, indicating a positive impact from the pilot bonus. We significantly enhanced Aviator Continuation Pay by expanding years of pay out up to 25 years of aviation service and by increasing the pay out from $22,000 to $25,000 annually, paying 50 percent up front (limit $100,000) to the new eligibles at their nine years of aviation service. With help from Congress, the ACP program supports $155 million in requirements for FY00 and sustains that level with gradual increase.

Currently, we anticipate the need to force shape medical manpower through the Temporary Early Retirement Authority (TERA) program which is contained in the budget request to preclude involuntary separations and to continue shaping the force while achieving force reductions. TERA requires the specific portion of retired pay that falls between the fifteenth year and the twentieth year to be obligated in the fiscal year of retirement.

FISCAL YEAR 1999

Program Levels. The FY 1999 end strength was 367,091 with 360,590 work years. New programs include Hazardous Duty Incentive Pay, Aviation Career Incentive Pay, Family Separation Allowance, dental officer special pays and bonuses, partial subsistence allowance and the indexing of housing costs into one combined Basic Allowance for housing entitlement. The program also provided personnel support for Southwest Asia and Bosnia contingency operations.

Funding Levels. FY 1999 actual obligations total $17,273,959. This includes $205,164 in reimbursements from the Working Capital Fund and non-Air Force activities where Air Force personnel are assigned. Reimbursements remained

relatively stable with a minor decrease reflecting end strength reductions in reimbursable activities. The FY 1999 budget request includes obligation authority for advance payments to service members.

Baseline Budget Rates. The Retired Pay Accrual normal cost percentage is 30.2 percent of basic pay. The pay raise is 3.6 percent; inflation is .8 percent; and housing allowances increased an average of 3.0 percent.

FISCAL YEARS 2000 AND 2001

Program Levels. The FY 2000 end strength is projected to be 357,900 with 362,221 work years. The FY 2001 end strength is projected to be 357,000 with 362,196 work years. Work year estimates reflect monthly gain and loss patterns and also include mandays for Air Force Guard and Reserve support to active peacetime and contingency missions. Proposed FY 2000 and FY 2001 legislative initiatives have been added as indicated above. In FY 2000, the incremental cost for military personnel contingency requirements in Bosnia and Southwest Asia is reflected. However, beginning in FY 2001, personnel contingency requirements for all contingency operations are centrally budgeted in the Overseas Contingency Operations Transfer Fund (OCOTF).

Funding Levels. The FY 2000 budget estimate is $18,061,106 to include $247,503 in anticipated reimbursements. The FY 2001 budget estimate is $18,472,749 to include $189,915 in anticipated reimbursements. Reimbursement decreases reflect the draw down of strength in several defense wide activities.

Baseline Budget Rates. The Retired Pay Accrual normal cost percentages for FY 2000 and FY 2001 are 31.8, and 29.6 percent of basic pay, respectively. The pay raise adjustments for FY 2000, and FY 2001 are 4.8% and 3.7%, respectively. FY 2001 requirements include the annualization of a 4.8% pay raise in FY 2000 and 3.7% in FY 2001. The budget also includes amounts for Pay Table Reform (one quarter in FY 2000 and full year in FY 2001). The economic assumptions for inflation for FY 2000, and FY 2001 are 1.0 and 1.5 percent, respectively. Basic Allowance for Subsistence (BAS) increases are capped at 1.0 percent per year beginning in FY 1998 in accordance with the BAS reform initiative.

This submission includes one legislative proposal; uniform allowance increase for Officer's of $1.5M in FY 01 and $7.5M across the FYDP.

SECTION 3

SUMMARY TABLES

SECTION 3
SUMMARY OF MILITARY PERSONNEL STRENGTH

	FY 1999 Actual		FY 2000 Estimate		FY 2001 Estimate	
	Work Years	End Strengths	Work Years	End Strengths	Work Years	End Strengths
Direct Program						
Officers	70,372	69,257	69,360	68,530	69,681	69,161
Enlisted	289,048	284,265	285,904	282,443	285,551	280,996
Cadets	3,931	4,103	4,011	4,000	4,079	4,000
Total Direct Program	363,351	357,625	359,275	354,973	359,311	354,157
Reimbursable Program						
Officers	1,279	1,061	1,060	1,059	1,049	1,039
Enlisted	2,461	1,904	1,886	1,868	1,836	1,804
Cadets	0	0	0	0	0	0
Total Reimbursable Program	3,740	2,965	2,946	2,927	2,885	2,843
Total Program						
Officers	71,651	70,318	70,420	69,589	70,730	70,200
Enlisted	291,509	286,169	287,790	284,311	287,387	282,800
Cadets	3,931	4,103	4,011	4,000	4,079	4,000
TOTAL PROGRAM	367,091	360,590	362,221	357,900	362,196	357,000

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

	FY 1999 Actual		FY 2000 Estimate		FY 2001 Estimate	
Commissioned Officers	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
O-10 General	11	0	11	0	11	0
O-9 Lieutenant General	35	0	38	0	37	0
O-8 Major General	87	0	86	0	87	0
O-7 Brigadier General	139	1	139	1	139	1
O-6 Colonel	3,937	62	3,813	61	3,797	59
O-5 Lieutenant Colonel	10,252	155	10,284	157	10,252	152
O-4 Major	15,560	235	15,855	241	15,947	236
O-3 Captain	25,696	388	23,799	362	23,107	342
O-2 1st Lieutenant	6,957	105	7,219	110	7,961	118
O-1 2nd Lieutenant	7,644	115	8,345	127	8,862	131
Total	70,318	1,061	69,589	1,059	70,200	1,039
Enlisted Personnel						
E-9 Chief Master Sergeant	2,950	20	2,843	19	2,828	18
E-8 Senior Master Sergeant	5,873	39	5,686	37	5,656	36
E-7 Master Sergeant	28,391	189	27,010	177	28,280	180
E-6 Technical Sergeant	39,778	265	41,936	276	43,127	275
E-5 Staff Sergeant	69,647	463	71,078	467	72,821	465
E-4 Senior Airman	64,436	429	63,970	420	62,216	397
E-3 Airman First Class	48,922	325	47,334	311	42,661	272
E-2 Airman	13,298	88	12,555	82	13,311	85
E-1 Airman Basic	12,874	86	11,899	78	11,900	76
Total	286,169	1,904	284,311	1,868	282,800	1,804
Cadets	4,103	0	4,000	0	4,000	0
Total End Strength	360,590	2,965	357,900	2,927	357,000	2,843

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

	FY 1999 Actual		FY 2000 Estimate		FY 2001 Estimate	
	Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
Commissioned Officers						
O-10 General	11	0	11	0	11	0
O-9 Lieutenant General	36	0	36	0	38	0
O-8 Major General	86	1	89	0	89	0
O-7 Brigadier General	144	2	142	1	142	1
O-6 Colonel	3,978	71	3,973	62	3,982	60
O-5 Lieutenant Colonel	10,569	186	10,546	156	10,582	154
O-4 Major	16,146	280	16,285	238	16,478	239
O-3 Captain	26,421	481	24,756	375	23,678	352
O-2 1st Lieutenant	7,369	130	7,010	107	7,656	114
O-1 2nd Lieutenant	6,891	129	7,572	121	8,074	129
Total	71,651	1,279	70,420	1,060	70,730	1,049
Enlisted Personnel						
E-9 Chief Master Sergeant	2,975	25	2,922	19	2,861	18
E-8 Senior Master Sergeant	6,007	50	5,901	38	5,790	37
E-7 Master Sergeant	29,590	247	28,254	183	28,198	179
E-6 Technical Sergeant	40,016	330	41,878	270	43,595	275
E-5 Staff Sergeant	72,544	614	71,333	465	72,942	466
E-4 Senior Airman	66,374	565	64,498	425	63,383	409
E-3 Airman First Class	46,494	394	47,962	318	46,024	292
E-2 Airman	16,208	135	13,508	85	13,515	84
E-1 Airman Basic	11,301	100	11,534	82	11,079	77
Total	291,509	2,461	287,790	1,886	287,387	1,836
Cadets	3,931	0	4,011	0	4,079	0
Total Workyears	367,091	3,740	362,221	2,946	362,196	2,885

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

	FY 1999 Actual				FY 2000 Estimate				FY 2001 Estimate			
	Off	Enl	Cadets	Total	Off	Enl	Cadets	Total*	Off	Enl	Cadets	Total
September	71.9	291.6	4.0	367.5	70.3	286.2	4.1	360.6	69.6	284.3	4.0	357.9
October	71.1	290.5	4.0	365.6	69.7	285.3	4.1	359.1	68.9	284.2	4.0	357.1
November	71.0	289.5	4.0	364.5	69.5	284.3	4.1	357.9	68.9	284.2	4.0	357.1
December*	70.7	289.2	3.9	363.8	68.9	283.6	4.1	356.6	68.7	284.2	4.0	356.9
January	70.3	289.3	3.9	363.5	68.6	283.6	4.0	356.2	68.7	284.2	4.0	356.9
February	70.3	288.9	3.9	363.1	68.4	283.5	4.0	355.9	69.1	284.0	4.0	357.1
March	69.9	288.7	3.9	362.5	68.3	284.2	4.0	356.5	68.9	284.1	4.0	357.0
April	69.7	287.7	3.9	361.3	68.2	284.1	4.0	356.3	69.0	284.0	4.0	357.0
May	69.6	286.7	3.8	360.1	69.1	284.6	3.0	356.7	70.0	283.8	3.1	356.9
June	70.6	287.3	2.9	360.8	69.3	284.4	4.2	357.9	70.2	283.7	4.3	358.2
July	70.9	287.0	4.2	362.1	70.0	284.3	4.2	358.5	70.5	283.3	4.2	358.0
August	70.6	286.5	4.1	361.2	69.8	284.5	4.1	358.4	70.4	283.2	4.1	357.7
September	70.3	286.2	4.1	360.6	69.6	284.3	4.0	357.9	70.2	282.8	4.0	357.0
Workyears	71.7	291.5	3.9	367.1	70.4	287.8	4.0	362.2	70.7	287.4	4.1	362.2

MPA MAN-DAY PROGRAM

Workyears	1.2	3.2		4.4	1.2	3.4		4.6	1.1	3.1		4.2
$	95.3	126.6		221.9	101.0	143.1		244.1	96.0	135.3		231.3

* Reflects actual data through December for FY 2000

** End strength reflected for cadets is in compliance with Section 531 of the FY 2000 NDAA. Graduation date in FY 2000 is May 31, in FY 2001 is May 3

MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE

OFFICERS

	FY 1999 ~~Actual~~	FY 2000 ~~Estimate~~	FY 2001 ~~Estimate~~
Beginning Strength	71,892	70,318	69,589
Gains (By Source):			
Service Academies	933	934	858
ROTC	2,034	2,147	2,085
Health Professions Scholarships	412	467	439
Officer Training School	987	1,174	1,700
Other	796	818	799
Gain Adjustment	0	0	0
Total Gains	5,162	5,540	5,881
Losses (By Type):			
Voluntary Separation	3,398	2,483	1,302
Retirement	2,376	2,512	2,466
Involuntary	467	461	725
With Pay	402	449	714
Without Pay	65	12	11
VSI/SSB	0	0	0
15 Year Retirement	147	500	470
Reduction in Force	0	0	0
Other	259	313	307
Loss Adjustment	89	0	0
Total Losses	6,736	6,269	5,270
TOTAL	70,318	69,589	70,200

MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE

ENLISTED

	FY 1999 Actual	FY 2000 Estimate	FY 2001 Estimate
Beginning Strength	291,590	286,169	284,311
Gains (By Source):			
Non Prior Service Enlistments	32,068	34,000	34,000
Male	23,383	24,650	24,480
Female	8,685	9,350	9,520
Prior Service Enlistments	616	645	650
Reenlistments	38,588	41,291	41,023
Reserves	36	40	50
Officer Candidate Programs	716	889	1,403
Other	176	180	180
Gain Adjustments	1,022	747	614
Total Gains	73,222	77,792	77,920
Losses (By Type):			
ETS	15,551	13,223	11,739
Programmed Early Release	0	0	0
VSI/SSB	0	0	0
15 Year Retirement	0	0	0
To Commissioned Officer	1,093	1,139	1,700
Reenlistments	38,588	41,291	41,023
Retirement	10,010	10,379	11,778
Attrition	13,301	13,618	13,191
Other	0	0	0
Loss Adjustments	100	0	0
Total Losses	78,643	79,650	79,431
TOTAL	286,169	284,311	282,800

MILITARY PERSONNEL
GAINS AND LOSSES BY SOURCE AND TYPE

CADETS

	FY 1999 Actual	FY 2000 Estimate	FY 2001 Estimate
Beginning Strength	3,988	4,103	4,000
Gains:	1,354	1,283	1,283
Losses:	1,239	1,386	1,283
Graduates	960	937	866
Attrition	279	449	417
TOTAL	4,103	4,000	4,000

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY

(In Thousands of Dollars)

	FY 1999			FY 2000			FY 2001		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	3,253,347	5,787,488	9,040,835	3,407,265	5,908,308	9,315,573	3,473,866	6,228,883	9,702,749
2. Retired Pay Accrual	982,511	1,747,821	2,730,332	1,083,510	1,878,842	2,962,352	1,028,264	1,843,749	2,872,013
3 Basic Allowance for Housing	608,363	1,123,423	1,731,786	614,602	1,140,422	1,755,024	637,900	1,197,616	1,835,516
a. With Dependents	445,123	792,049	1,237,172	448,866	799,506	1,248,372	465,436	855,713	1,321,149
b. Without Dependents	162,900	324,883	487,783	165,404	334,729	500,133	172,110	335,542	507,652
c. Partial	305	5,612	5,917	332	5,641	5,973	354	5,793	6,147
d. Inadequate Family Housing	35	879	914	0	546	546	0	568	568
4. Subsistence	134,880	793,531	928,411	133,555	796,641	930,196	135,485	801,842	937,327
a. Basic Allowance for Subsistence	134,880	689,463	824,343	133,555	686,462	820,017	135,485	691,392	826,877
1. Authorized to Mess Separately	134,880	518,302	653,182	133,555	515,550	649,105	135,485	518,910	654,395
2. Leave Rations		70,134	70,134		69,214	69,214		69,657	69,657
3. Rations-In-Kind Not Available		77,192	77,192		76,118	76,118		76,562	76,562
4. Augmentation for Separate Meals		12,985	12,985		12,046	12,046		12,116	12,116
5. Partial		10,850	10,850		13,534	13,534		14,147	14,147
b. Subsistence-In-Kind	0	104,068	104,068	0	110,179	110,179	0	110,450	110,450
1. Subsistence in Messes		88,480	88,480		86,514	86,514		86,556	86,556
2. Special Rations		8,684	8,684		7,887	7,887		7,850	7,850
3. Operational Rations		1,476	1,476		10,458	10,458		10,720	10,720
4. Augmentation Rations		5,428	5,428		5,320	5,320		5,324	5,324
5. Incentive, Hazardous Duty, and Aviation Career Pay	201,245	25,346	226,591	304,948	36,737	341,685	304,250	36,737	340,987
a. Flying Duty Pay	197,831	18,559	216,390	303,704	4,753	308,457	303,126	4,753	307,879
1. Aviation Career, Officers	150,578		150,578	148,200		148,200	145,352		145,352
2. Crew Members, Enlisted		18,248	18,248		4,357	4,357		4,357	4,357
3. Noncrew Member	43	311	354	54	396	450	54	396	450
4. Aviator Continuation Pay	47,210		47,210	155,450		155,450	157,720		157,720
b. Parachute Jumping Pay	287	2,253	2,540	215	2,282	2,497	181	2,282	2,463
c. Demolition Pay	63	1,928	1,991	76	1,800	1,876	64	1,800	1,864
d. Other Pays	3,064	2,606	5,670	953	27,902	28,855	879	27,902	28,781

	FY 1999			FY 2000			FY 2001		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
6. Special Pays	187,221	152,848	340,069	197,924	265,124	463,048	196,975	274,776	471,751
a. Physicians Pay	143,972		143,972	149,071		149,071	147,722		147,722
b. Dental Pay	27,211		27,211	29,349		29,349	29,852		29,852
c. Optometrists Pay	190		190	192		192	193		193
d. Veterinarians Pay	2		2	0		0	0		0
e. Nurses Pay	5,361		5,361	6,435		6,435	6,213		6,213
f. Biomedical Science	1,146		1,146	1,110		1,110	1,809		1,809
g. Sea and Foreign Duty, Total	0	4,890	4,890	0	4,815	4,815	0	3,205	3,205
1. Sea Duty		1	1		1	1		1	1
2. Duty at Certain Places		4,549	4,549		4,478	4,478		2,868	2,868
3. Overseas Extension Pay		340	340		336	336		336	336
			0						
h. Diving Duty Pay	106	1,200	1,306	106	1,186	1,292	89	1,184	1,273
i. Foreign Language Proficiency Pay	2,233	3,443	5,676	4,781	8,368	13,149	5,311	8,786	14,097
j. Reenlistment Bonus	0	74,152	74,152	0	120,824	120,824	0	112,825	112,825
1. Selective		74,152	74,152		120,824			112,825	
k. Special Duty Assignment Pay	0	17,877	17,877	0	18,000	18,000	0	18,000	18,000
l. Enlistment Bonus	0	22,000	22,000	0	83,048	83,048	0	108,829	108,829
m. College Loan Payback Program		0	0		0	0		5,000	5,000
n. Hostile Fire	7,000	29,286	36,286	6,880	28,883	35,763	5,786	16,947	22,733
o. Other Special Pay		0	0		0	0		0	0
7. Allowances	65,968	348,632	414,600	64,732	349,894	414,626	65,445	347,371	412,816
a. Uniform or Clothing Allowances	1,754	111,179	112,933	1,864	123,307	125,171	3,731	125,326	129,057
1. Initial Issue	1,238	34,011	35,249	1,310	38,851	40,161	2,555	39,755	42,310
a. Military	1032	32,075	33,107	1,108	36,910	38,018	2,352	37,794	40,146
b. Civilian	206	1,936	2,142	202	1,941	2,143	203	1,961	2,164
2. Additional	516		516	554		554	1,176		1,176
3. Basic Maintenance		15,116	15,116		17,503	17,503		17,766	17,766
4. Standard Maintenance		60,073	60,073		64,923	64,923		65,805	65,805
5. Supplemental		1,979	1,979		2,030	2,030		2,000	2,000
b. Station Allowance Overseas	60,265	218,546	278,811	58,936	207,815	266,751	58,336	208,755	267,091
1. Cost-of-Living	49,872	184,549	234,421	48,899	173,796	222,695	48,414	174,980	223,394
2. Housing			0			0			0
3. Moving-In Housing	1,552	4,890	6,442	1,498	5,040	6,538	1,481	5,104	6,585
4. Temporary Lodging	8,841	29,107	37,948	8,539	28,979	37,518	8,441	28,671	37,112

	FY 1999			FY 2000			FY 2001		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
c. Family Separation Allowance	3,366	18,314	21,680	3,334	18,183	21,517	2,754	12,693	15,447
1. On PCS, No Government Quarters	712	2,405	3,117	725	2,477	3,202	758	2,603	3,361
2. On PCS, Dependents Not Authorized	775	6,394	7,169	762	6,312	7,074	766	6,304	7,070
3. On TDY	1,879	9,515	11,394	1,847	9,394	11,241	1,230	3,786	5,016
d. Personal Money Allowance, General Officers	42	0	42	42	0	42	43	0	43
e. CONUS Cost of Living Allowance	541	593	1,134	556	589	1,145	581	597	1,178
8. Separation Payments	80,390	68,659	149,049	116,566	73,079	189,645	112,077	97,901	209,978
a. Terminal Leave Pay	19,133	22,882	42,015	20,005	23,607	43,612	18,508	24,914	43,422
b. Severance Pay, Disability	1,570	14,204	15,774	1,226	14,885	16,111	1,263	15,436	16,699
c. Severance Pay, Non-Promotion	21,009	0	21,009	23,850	0	23,850	40,028	0	40,028
d. Severance Pay, Involuntary Half (5%)	188	4,562	4,750	72	4,383	4,455	74	6,942	7,016
e. Severance Pay, Involuntary Full (10%)	733	18,090	18,823	1,607	18,883	20,490	1,655	21,088	22,743
f. VSI Trust Fund	27,379	8,921	36,300	32,579	11,321	43,900	8,779	3,021	11,800
g. VSI/SSB/TERA	10,378	0	10,378	37,227	0	37,227	35,270	0	35,270
h. $30,000 Lump Sum Bonus		0	0		0	0	6,500	26,500	33,000
9. Social Security Tax Payment	282,650	503,330	785,980	257,922	451,985	709,907	262,956	476,510	739,466
10. Permanent Change of Station Travel	295,234	552,415	847,649	308,136	592,262	900,398	298,515	572,934	871,449
11. Other Military Personnel Costs	6,302	34,896	41,198	6,245	33,981	40,226	8,974	31,230	40,204
a. Apprehension of Deserters		100	100		100	100		100	100
b. Interest on Uniformed Services Savings Deposits	200	371	571	208	387	595	208	387	595
c. Death Gratuities	279	1,090	1,369	307	1,199	1,506	307	1,199	1,506
d. Unemployment Compensation	3,301	26,710	30,011	3,199	25,880	29,079	2,861	23,149	26,010
e. Survivor Benefits	1,367	2,540	3,907	1,257	2,334	3,591	1,216	2,259	3,475
f. Education Benefits	531	3,559	4,090	522	3,491	4,013	529	3,547	4,076
g. Adoption Reimbursement	405	245	650	499	301	800	499	301	800
h. Surviving Dependents Quarters Allowance	219	281	500	254	288	542	254	288	542
i. Special Compensation for Retirees	0	0	0	0	0	0	3,100	0	3,100
12. Cadets	37,459		37,459	38,426		38,426	38,493		38,493
Military Personnel Appropriation Total	6,135,570	11,138,389	17,273,959	6,533,831	11,527,275	18,061,106	6,563,200	11,909,549	18,472,749
13. Less Reimbursables:	87,589	117,575	205,164	111,010	136,493	247,503	92,431	97,484	189,915
Retired Pay Accrual	12,971	12,247	25,218	17,399	16,560	33,959	14,088	9,433	23,521
Other	74,618	105,328	179,946	93,611	119,933	213,544	78,343	88,050	166,394
Military Personnel Appropriation Total, Direct	6,047,981	11,020,815	17,068,795	6,422,820	11,390,783	17,813,603	6,470,769	11,812,065	18,282,834

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 2000
(In Thousands of Dollars)

	FY 2000 AMENDED PRESIDENT'S BUDGET	CONGRESSIONAL ACTIONS	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	FY 2000 COLUMN FY 2001 REQUEST
PAY AND ALLOWANCES OF OFFICERS							
Basic Pay	3,407,110		3,407,110	155	3,407,265		3,407,265
Retired Pay Accrual	1,093,419	(11,883)	1,081,536	1,974	1,083,510		1,083,510
Incentive Pay	178,002	124,073	302,075	2,873	304,948		304,948
Special Pay	186,495	9,535	196,030	1,936	197,966		197,966
Basic Allowance for Housing	618,694		618,694	(4,092)	614,602		614,602
Basic Allowance for Subsistence	136,599		136,599	(3,044)	133,555		133,555
Station Allowances Overseas	43,145	17,709	60,854	(1,115)	59,739	(803)	58,936
CONUS COLA	438		438	118	556		556
Uniform Allowances	1,825		1,825	39	1,864		1,864
Family Separation Allowances	3,258		3,258	76	3,334		3,334
Separation Payments	118,845	(3,709)	115,136	1,430	116,566		116,566
Social Security Tax - Employer's Contribution	258,272		258,272	(350)	257,922		257,922
Total Obligations	6,046,102	135,725	6,181,827	0	6,181,827	(803)	6,181,024
Less Reimbursements	96,196	14,000	110,196	0	110,196		110,196
Total Direct Obligations	5,949,906	121,725	6,071,631	0	6,071,631	(803)	6,070,828

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 2000
(In Thousands of Dollars)

	FY 2000 AMENDED PRESIDENT'S BUDGET	CONGRESSIONAL ACTIONS	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	FY 2000 COLUMN FY 2001 REQUEST
PAY AND ALLOWANCES OF ENLISTED							
Basic Pay	6,024,073	(111,321)	5,912,752	(4,444)	5,908,308		5,908,308
Retired Pay Accrual	1,931,774	(52,291)	1,879,483	(641)	1,878,842		1,878,842
Incentive Pay	38,135		38,135	(1,398)	36,737		36,737
Special Pay	41,374		41,374	1,878	43,252		43,252
Special Duty Assignment Pay	19,067		19,067	(1,067)	18,000		18,000
Reenlistment Bonus	91,991	28,100	120,091	733	120,824		120,824
Enlistment Bonus	89,450		89,450	(6,402)	83,048		83,048
Basic Allowance for Housing	1,157,649	(14,691)	1,142,958	(2,536)	1,140,422		1,140,422
Station Allowances Overseas	210,020		210,020	292	210,312	(2,497)	207,815
CONUS COLA	459		459	130	589		589
Clothing Allowances	113,337		113,337	9,970	123,307		123,307
Family Separation Allowances	18,032		18,032	151	18,183		18,183
Separation Payments	70,251		70,251	2,828	73,079		73,079
Social Security Tax - Employer's Contribution	460,840	(9,204)	451,636	349	451,985		451,985
Total Obligations	10,266,452	(159,407)	10,107,045	(157)	10,106,888	(2,497)	10,104,391
Less Reimbursements	89,022	21,000	110,022	0	110,022		110,022
Total Direct Obligations	10,177,430	(180,407)	9,997,023	(157)	9,996,866	(2,497)	9,994,369
PAY AND ALLOWANCES OF CADETS							
Academy Cadets	38,269		38,269	157	38,426		38,426
Total Direct Obligations	38,269	0	38,269	157	38,426	0	38,426

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 2000
(In Thousands of Dollars)

	FY 2000 AMENDED PRESIDENT'S BUDGET	CONGRESSIONAL ACTIONS	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	FY 2000 COLUMN FY 2001 REQUEST
SUBSISTENCE OF ENLISTED PERSONNEL							
Basic Allowance for Subsistence	687,956		687,956	(1,494)	686,462		686,462
Subsistence-In-Kind	108,685		108,685	1,494	110,179		110,179
Total Obligations	796,641	0	796,641	0	796,641	0	796,641
Less Reimbursements	26,032		26,032	0	26,032		26,032
Total Direct Obligations	770,609	0	770,609	0	770,609	0	770,609
PERMANENT CHANGE OF STATION TRAVEL							
Accession Travel	55,680		55,680	2,336	58,016		58,016
Training Travel	57,596		57,596	(73)	57,523		57,523
Operational Travel	145,410		145,410	1,113	146,523		146,523
Rotational Travel	455,321	(7,000)	448,321	(273)	448,048		448,048
Separation Travel	105,989		105,989	(1,106)	104,883		104,883
Organized Units Travel	26,450	(3,000)	23,450	(2,664)	20,786		20,786
Nontemporary Storage	23,662		23,662	(583)	23,079		23,079
Temporary Lodging Expense	37,431		37,431	1,253	38,684		38,684
VSI/SSB/15 Year Retirement	2,859		2,859	(3)	2,856		2,856
Total Obligations	910,398	(10,000)	900,398	0	900,398	0	900,398
Less Reimbursements	1,253		1,253	0	1,253		1,253
Total Direct Obligations	909,145	(10,000)	899,145	0	899,145	0	899,145

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL, AIR FORCE
FY 2000
(In Thousands of Dollars)

	FY 2000 AMENDED PRESIDENT'S BUDGET	CONGRESSIONAL ACTIONS	AVAILABLE APPROPRIATION	INTERNAL REALIGNMENT/ REPROGRAMMING	SUBTOTAL	OTHER PRICE/ PROGRAM CHANGES	FY 2000 COLUMN FY 2001 REQUEST
OTHER MILITARY PERSONNEL COSTS							
Apprehension of Military Deserters, Absentees and Escaped Military Prisoners	100		100	0	100		100
Interest on Uniformed Service Savings Depo	595		595	0	595		595
Death Gratuities	1,506		1,506	0	1,506		1,506
Unemployment Benefits	42,474	(13,800)	28,674	405	29,079		29,079
Survivor Benefits	3,613	(300)	3,313	278	3,591		3,591
Education Assistance Program	4,696		4,696	(683)	4,013		4,013
Adoption Reimbursement Program	800		800	(0)	800		800
Allow for Quarters to Surviving Dependents	542		542	0	542		542
Special Compensation for Retirees	0		0	0	0		0
Total Direct Obligations	54,326	(14,100)	40,226	(0)	40,226	0	40,226
Total Direct Obligations	17,899,685	(82,782)	17,816,903	(0)	17,816,903	(3,300)	17,813,603

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

FY 2000 Direct Program			$17,813,603
~~Increases:~~			
Basic Pay		387,836	
- 1 Jan 01 3.7 percent pay raise	261,981		
- Military Pay Table Reform (full year)	132,524		
- Annualization of 1 Jan 00 4.8 percent pay raise	111,946		
- Changes in workyears/longevity	-118,615		
Basic Allowance for Housing (BAH)		80,492	
- Changes in rates	57,037		
- Changes in workyears	23,455		
Reimbursements		57,654	
- Change in reimbursements	57,654		
Social Security (FICA)		28,876	
- 1 Jan 01 3.7 percent pay raise	19,966		
- Pay Table Reform (full year)	10,138		
- Annualization of 1 Jan 00 4.8 percent pay raise	8,532		
- Changes in workyears	-9,760		
Enlistment Bonus		25,781	
- Changes in payments	23,781		
- Start Prior Service Bonus Program	2,000		

Separations		20,333
- Start $30K Lump Sum Bonus Program	33,000	
- Changes in involuntary separation payments	17,022	
- 1 Jan 01 3.7 percent pay raise	4,399	
- Annualization of 1 Jan 00 4.8 percent pay raise	1,880	
- Changes in Lump Sum Terminal Leave payments	-1,911	
- Changes in 15-year Retirement (TERA)	-1,957	
- Changes in VSI Trust Fund payments	-32,100	
Basic Allowance for Subsistence (BAS)		6,950
- 1 Jan 01 1.0% BAS raise	6,051	
- Annualization of 1 Jan 00 1.0% BAS raise	2,011	
- Increase in Partial BAS rate	613	
- Rate increase for cadets ($5.35 to $5.45 per day)	90	
- Changes in workyears	-1,815	
Clothing Allowance		3,886
- Changes in rates	3,555	
- Changes in payments	331	
Special Compensation		3,100
- New entitlement for certain disabled retirees	3,100	
Overseas Station Allowance		340
- Changes in rates	1,454	
- Changes in workyears	-1,114	
Subsistence-In-Kind (SIK)		271
- Increase for Inflation	1,248	
- Changes in rations - Project Warrior and Unitized Group Rations	274	
- Changes in meals served	-1,251	

Montgomery GI Bill		63	
- Changed projection by DoD Education Benefits Board	63		
CONUS COLA		33	
- Changes in rates	31		
- Changes in workyears	2		
Total Increases			615,615
~~Decreases:~~			
Survivors' Benefits		-116	
- Changes based on revised Veterans Administration projections	-116		
Incentive Pay		-698	
- Changes in Aviation Continuation Pay	2,270		
- Transfer Contingency Funding to OCOTF	-125		
- Changes in workyears	-2,843		
Unemployment Compensation		-3,069	
- Dept of Labor updated projection of unemployment	-3,069		
Family Separation Allowance		-6,070	
- 1 Jan 01 3.7 percent pay raise	62		
- Changes in workyears	59		
- Annualization of 1 Jan 00 4.8 percent pay raise	28		
- Transfer Contingency Funding to OCOTF	-6,219		
Selective Reenlistment Bonus (SRB)		-7,999	
- Changes in payments	6,723		
- Changes in rates	-14,722		

Special Pay		-9,078	
- Start College Loan Repayment Program	5,000		
- Changes in rates	3,263		
- Changes in workyears	-3,538		
- Transfer Contingency Funding to OCOTF	-13,803		
Permanent Change of Station		-29,015	
- Inflation adjustment	12,202		
- Increases in number of accession moves	1,379		
- Reimbursement adjustments	-66		
- DLA decrease	-1,823		
- Decreases in number of operational, unit, rotational, and separation moves	-40,707		
Retired Pay Accrual		-90,339	
- 1 Jan 01 3.7 percent pay raise	77,547		
- Military Pay Table Reform (full year)	39,227		
- Annualization of 1 Jan 00 4.8 percent pay raise	33,136		
- Changes in workyears/longevity	-36,787		
- Decrease in RPA rate to 29.6 percent	-203,462		
Total Decreases			-146,384
FY 2001 Direct Program			$18,282,834

SECTION 4

DETAIL OF MILITARY

PERSONNEL ENTITLEMENTS

PAY AND ALLOWANCES
OF
OFFICERS

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

1. Pay and Allowances of Officers

FY 2000 Direct Program			6,070,828
~~Increases:~~			
Basic Pay		66,601	
- 1 Jan 01 3.7 percent pay raise	93,797		
- Annualization of 1 Jan 00 4.8 percent pay raise	40,080		
- Pay Table Reform (full year)	32,524		
- Change in workyears	-99,800		
Housing Allowances		23,298	
- Rate Changes	18,032		
- Changes in workyears	5,266		
Reimbursements		18,622	
- Change in reimbursements	18,622		
Social Security (FICA)		5,034	
- 1 Jan 01 3.7 percent pay raise	7,100		
- Annualization of 1 Jan 00 4.8 percent pay raise	3,034		
- Pay Table Reform (full year)	2,488		
- Change in workyears	-7,588		
Basic Allowance for Subsistence		1,930	
- 1 Jan 01 1.0 percent pay raise	1,009		
- Annualization of 1 Jan 00 1.0 percent pay raise	335		
- Change in workyears	586		

Clothing Allowance		1,867	
- Change in rates	1,764		
- Change in # of payments	103		
CONUS COLA		25	
- Change in rates	23		
- Change in workyears	2		
Total Increases			117,377
~~Decreases:~~			
Family Separation Allowance		-580	
- 1 Jan 01 3.7 percent pay raise	20		
- Annualization of 1 Jan 00 4.8 percent raise	9		
-Change in workyears	16		
- Transfer to the OCOTF	-625		
Overseas Station Allowances		-600	
- Changes in rates	870		
- Changes in workyears	-1,470		
Incentive Pay		-698	
- Changes in Aviation Continuation Pay	2,270		
- Transfer to the OCOTF	-125		
- Changes in workyears	-2,843		
Special Pay		-948	
- Changes in rates	3,263		
- Transfer to the OCOTF	-1,124		
- Decrease in workyears	-3,087		

Separations		-4,489	
- Change in involuntary separation payments	14,367		
- Start of $30K the Lump Sum Bonus	6,500		
- 1 Jan 01 3.7 percent pay raise	1,837		
- Annualization of 1 Jan 00 4.8 percent pay raise	785		
- Changes in TERA	-1,957		
- Change in LSTL payments	-2,221		
- Changes in VSI Trust Fund Payments	-23,800		
Retired Pay Accrual		-55,246	
- 1 Jan 01 3.7 percent pay raise	27,764		
- Annualization of 1 Jan 00 4.8 percent pay raise	11,864		
- Pay Table Reform (full year)	9,627		
- Change in workyears	-31,022		
- Decrease in RPA rate to 29.6 percent	-73,479		
Total Decreases			-62,561
FY 2001 Direct Program			6,125,644

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 1999 Actual	$3,253,347
FY 2000 Estimate	$3,407,265
FY 2001 Estimate	$3,473,866

PART I - PURPOSE AND SCOPE

Funds provide basic compensation for officers on active duty according to grade and length of service under provisions of 37 U.S.C. 201, 203, 204, 205, and 1009.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force officer personnel program reflected in this budget submission includes losses through the Temporary Early Retirement Authority (TERA).

Officer accessions for FY 1999 through FY 2001 are programmed at the minimum level necessary to ensure an adequate number of entries into the officer ranks to sustain desired future experience levels.

Funding requirements include annualized pay raises of 3.6 percent in FY 1999 and 4.8 percent in FY 2000. FY 2001 requirements include the annualization of a 4.8 percent pay raise in FY 2000 and 3.7 percent in FY 2001. The budget also includes amounts for Pay Table Reform (one quarter in FY 2000 and full year in FY 2001).

(Amount in Thousands)

BASIC PAY - OFFICERS

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Grade	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	11	114,500	1,260	11	119,996	1,320	11	124,436	1,369
Lt General	36	112,368	4,045	36	118,464	4,265	38	123,162	4,680
Maj General	86	101,812	8,756	89	107,334	9,553	89	111,589	9,931
Brig General	144	89,854	12,939	142	94,849	13,469	142	98,899	14,044
Colonel	3,978	75,750	301,334	3,973	79,976	317,745	3,982	82,121	327,006
Lt Colonel	10,569	61,073	645,481	10,546	65,110	686,650	10,582	66,469	703,375
Major	16,146	49,649	801,633	16,285	53,748	875,286	16,478	54,141	892,135
Captain	26,421	40,981	1,082,759	24,756	43,879	1,086,269	23,678	44,709	1,058,620
1st Lieutenant	7,369	31,781	234,194	7,010	32,545	228,140	7,656	33,799	258,765
2nd Lieutenant	6,891	23,356	160,946	7,572	24,375	184,568	8,074	25,259	203,941
Total Basic Pay	71,651		$3,253,347	70,420		$3,407,265	70,730		$3,473,866

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 1999 Actual	$982,511
FY 2000 Estimate	$1,083,510
FY 2001 Estimate	$1,028,264

PART I - PURPOSE AND SCOPE

Funds provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with P.L. 98-94, Section 925(a)(1), Title 10 U.S.C. 1466, as amended.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

(a) An accrual percentage of 30.2 percent for FY 1999, 31.8 percent for FY 2000, and 29.6 percent in FY 2001.

(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 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
RPA	71,651	13,712	$982,511	70,420	15,386	$1,083,510.00	70,730	14,538	$1,028,264.000
Total	71,651	13,712	$982,511	70,420	15,386	$1,083,510.0	70,730	14,538	$1,028,264.00

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

FY 1999 Actual	$201,245
FY 2000 Estimate	$304,948
FY 2001 Estimate	$304,250

PART I - PURPOSE AND SCOPE

The purpose of Incentive Pay for Hazardous Duty is to help the Air Force attract and retain officer volunteers in duties requiring more than normal exposure to hazardous duties in peacetime.

Funds provide payment to officers under provisions of 37 U.S.C. 301 as follows:

(1) Aviation Career Incentive Pay (ACIP) - Paid to regular and reserve officers who hold or are in training leading to an aeronautical rating or designation and who engage and remain in aviation service on a career basis. It is paid in fixed monthly amounts ranging from $125 to $840. The FY1998 National Defense Authorization Act (NDAA), modified in (Sec. 615), increased monthly rates for aviators with more than 14 years of service. The year groups as well as compensation were changed as a means to assist the Service in the retention of aviators. The FY1999 NDAA accelerated the rate increase from $650 to $840 for officers with more than 14 years but less than 22 years of aviation service.

(2) Aviation Continuation Pay (ACP) - The ACP program is a financial incentive to complement non-monetary initiatives to improve pilot retention. The FY 1998 National Defense Authorization Act (NDAA), modified in (Sec. 616), allows bonus adjustment from $12,000 to $25,000 as an incentive to Aviation career officers who agree to remain on active duty through 14 years of active service. The Air Force was paying $22,000 for long term contracts. The FY2000 NDAA conference report approves an enhancement to the ACP program, allowing payment through the grade of O-6 and through 25 years of service and increasing the annual payment to $25,000. Additionally the Air Force program authorizes 50% up front payments ($100,000 limit) to newly eligible pilots. Exhibit MP-7 illustrates the Air Force program under enhanced ACP.

(3) Non-Crew Member - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crewmembers and non-crew members (e.g., gunnery instructors, aerial photo personnel, and flight nurse) only when performing such duties in fixed monthly amounts of $150. This amount was increased from $110 to $150 in the FY 1998 NDAA.

(4) Air Weapons Controller - It has been difficult in recent years to retain members in Airborne Warning and Control System (AWACS) duties. As a result, the rates for this duty have been increased and range from $150 to $350 per month. Beginning in FY 2000, AWACS personnel have been included under Aviation Continuation Pay.

(5) Parachute Jumping - Duties involve parachute jumping from an aircraft in aerial flight and performing the specified minimum jumps, payable at $150 per month. Members, who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of $225.

(6) Experimental Stress - An unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of $150.

(7) Demolition - Explosive demolition as a primary duty including training for such duty. It is paid under specified conditions at a monthly rate of $150.

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

(9) Live/Hazardous Biological Organisms - Duty involving laboratory work utilizing live dangerous viruses or bacteria. Paid at a monthly rate of $150.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Beginning in FY2001 the incremental cost for military personnel contingency requirements in Bosnia and Southwest Asia will be centrally managed as part of the Overseas Contingency Operations Transfer Fund (OCOTF) instead of the military personnel appropriation which is relfected in this submission. Incentive pay is computed on the basis of the average number of officers in each category or aviation service/commission service who are eligible for payment. Other incentive duty pay is computed at the statutory rate per workyear.

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

~~Aviation Career Incentive Pay~~

Yrs Svc ~~Grade~~	Monthly ~~Rate~~	FY 1999 Actual ~~Workyears~~	Statutory ~~Rate~~	~~Amount~~	FY 2000 Estimate ~~Workyears~~	Statutory ~~Rate~~	~~Amount~~	FY 2001 Estimate ~~Workyears~~	Statutory ~~Rate~~	~~Amount~~
Less than 2	125.00	2,542	1,500	3,813	2,733	1,500	4,100	2,749	1,500	4,124
2 - 3	156.00	1,470	1,872	2,752	1,529	1,872	2,862	1,447	1,872	2,709
3 - 4	188.00	1,109	2,256	2,502	954	2,256	2,153	1,426	2,256	3,218
4 - 6	206.00	1,264	2,472	3,125	1,740	2,472	4,302	1,935	2,472	4,784
6 - 14	650.00	7,600	7,800	59,280	7,136	7,800	55,664	6,171	7,800	48,135
14 - 22	840.00	6,917	10,080	69,723	6,990	10,080	70,456	7,288	10,080	73,464
22 - 23	585.00	635	7,020	4,458	522	7,020	3,664	570	7,020	4,000
23 - 24	495.00	474	5,940	2,816	451	5,940	2,678	454	5,940	2,697
24 - 25	385.00	378	4,620	1,746	400	4,620	1,846	398	4,620	1,841
Above 25	250.00	113	3,000	339	149	3,000	447	119	3,000	356
B/G Less than	200.00	9	2,400	22	11	2,400	26	9	2,400	22
M/G Less than	200.00	1	2,400	2	1	2,400	2	1	2,400	2
Subtotal Flying Duty Cr		22,512		$150,578	22,616		$148,200	22,568		$145,352
~~Aviation Continuation Pay~~				$47,210			$155,450			$157,720
Subtotal Flying Duty Pay				$197,788			$303,650			$303,072

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - OFFICERS

~~Other Incentive Duty Pay~~

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
		Statutory			Statutory			Statutory	
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Flying Duty Non-Crew	24	1,800	43	30	1,800	54	30	1,800	54
Flying Duty Non-Rated	425	2,220	944	230	2,220	511	230	2,220	511
AWACS Wpns Contr	502	3,449	1,731	0	0	0	0	0	0
Parachute Jumping	155	1,800	279	88	1,800	158	73	1,800	132
Parachute HALO	3	2,700	8	21	2,700	57	18	2,700	49
Demolition Duty	35	1,800	63	42	1,800	76	36	1,800	64
Pressure Chamber Ob	159	1,800	286	195	1,800	351	162	1,800	291
Accel-Decel Subject	31	1,800	56	22	1,800	40	19	1,800	34
Thermal Stress	2	1,800	4	1	1,800	2	1	1,800	1
Toxic Fuel Handler	24	1,800	43	27	1,800	49	23	1,800	42
Live/Hazard Org	0	1,800	0	0	1,800	0	0	1,800	0
Subtotal Other Incentive Duty Pay			$3,457			$1,298			$1,178
TOTAL INCENTIVE PAY			$201,245			$304,948			$304,250

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

FY 1999 Actual $187,263

FY 2000 Estimate $197,966

FY 2001 Estimate $197,018

PART I - PURPOSE AND SCOPE

Funds provide for:

(1) Special pay for Health Professionals on active duty as physicians, dentists, veterinarians, and optometrists under provisions of 37 U.S.C. 302, 302a, 302b, and 303; the FY 1991 National Defense Authorization Act (P.L. 101-510); the Office of the Assistant Secretary of Defense (OASD), FY 1993 Multi-Year Special Pay (MSP) and Incentive Special Pay (ISP) - Action Memorandum, dated 1 Sep 92; DoD Directive 1340.13, "Special Pay for Medical Corps Officers" and DoD Directive 6000.2, "Minimum Terms of Service and Active Duty Obligations for Health Services Officers."

a) Medical Variable Special - monthly pay authorized for all physicians based on years of creditable service. The total annual pay ranges from $5,000 to $12,000 except for O-7s and above who receive $7,000 per year and interns who receive $1,200 per year.

b) Medical Board Certified - A monthly payment that varies with length of creditable service paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay ranges from $2,500 to $6,000 depending on years of service.

c) Medical Additional Special - A lump sum annual payment for physicians not in internship or initial residency training who execute an agreement to remain on active duty for at least one year. Officers receive $15,000 per year.

d) Medical Incentive Special - Paid to qualified physicians in critical specialties who execute an agreement to remain on active duty for at least one year. Amount of pay is based on most critically short wartime specialties and years of experience. ISP under this program was recently revised by the above mentioned OASD Guidance.

e) Multi-Year Special Pay - A program authorized in FY 1991 by P.L. 101-510 (as amended by the above mentioned 1 Sep 92 OASD memorandum) to be used in conjunction with existing ISP authority to enhance physician force management. MSP program replaced the Medical Officer Retention Bonus.

f) Dental Variable Special - A monthly payment authorized for all dentists based on years of creditable service. Total annual pay ranges from $3,000 to $12,000 except for O-7s and above who receive $1,000 per year.

g) Dental Board Certified - A monthly payment that varies with length of creditable service paid to dentists who become certified or the equivalency as having successfully met specified post-graduate education, training, and experience requirements. The total annual pay ranges from $2,500 - $6,000 depending upon years of service.

h) Dental Additional Special - A lump sum annual payment for dentists not in internship or residency training who execute an agreement to remain on active duty for at least one year. The FY 1998 NDAA increased payments from to $6,000 to $15,000 depending on years of service.

i) Dental Accession Bonus - This is a subcategory of Dental Special Pay that was authorized in the FY 1997 National Defense Authorization Act, which allows for a new payment category of $30,000. This is a one-time payment on the member's entry.

j) Dental Multi-year Special Pay (MSP) - The FY 1998 NDAA authorized payments from $3,000 to $14,000 per year for dentists with more than eight years in service who accept long-term contracts to remain on active duty.

k) Nurse Anesthetist Incentive Pay - P.L. 103-337, Section 612, the FY 1995 Authorization Act authorizes an ISP up to $15,000 to all Certified Registered Nurse Anesthetists.

l) Nurse Accession Bonus - An accession bonus of up to $5,000 has been authorized by the FY 1990 Authorization Act.
m) Nurse Board Certification Pay - The FY 1996 Authorization Act amends section 302C(D(1)) of Title 37 U.S.C. and authorizes payments ranging from $2,000 to $5,000 for Board Certified Pay for Non-Physician Health Care Providers.
n) Optometrists and Veterinarians - A special pay amount of $100 per month has been authorized by 37 U.S.C., Sec. 302a and 303 respectively.
o) Biomedical Sciences Corps (BSC) officers - Authorized by P.L. 101-510 Title 37, annual payments are: under 10 years, $2,000; 10-12 years, $2,500; 12-14 years, $3,000; 14-18 years, $4,000; and over 18 years, $5,000 for Non-Physician Health Care Providers.

(2) Personal money allowances for certain general officers under provisions of 37 U.S.C. 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of $500 and $2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows: (1) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at $4,000 per year in place of any other personal money allowance authorized and (2) Senior member of the Military Staff Committee of the United Nations payable at $2,700 per year in addition to the other personal money allowance authorized.
(3) Pararescue Diving Duty. The purpose of the special pay is to alleviate a critical manning shortage. The duty involves underwater rescue missions, recovery of space vehicles, detection and treatment of decompression sickness, and infiltration/exfiltration for land rescue in a combat environment. It is paid at the rate of $150 per month.
(4) Hostile Fire Duty. Paid to members who serve in designated areas subject to specific dangers. Paid at the rate of $150 per month.
(5) Foreign Language Proficiency Pay (Linguist). 37 U.S.C. 316 authorizes this special pay to all officers who are proficient in a second language and DoD has critical need for that language. The FY00 NDAA included a provision increasing the maximum Foreign Language Proficiency Pay from $100 per month to $300 per month.

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 credible service. Board Certified Pay and Incentive Special Pay (ISP) are based on the estimated number of physicians and dentists who qualify to receive these special pays multiplied by the statutory rates. The ISP and Multi-Year Special Pay (MSP) rates are based on the projected specialties needed. Additional Special pay is estimated from the expected number of physicians who will agree to remain on active duty for at least one additional year, times the applicable rate. Beginning in FY 1991, IAW the Defense Authorization Act, MSP was instituted as a force management tool. Eligible officers who signed up for MSP, which replaced Medical Officer Retention Bonus, are paid over a multi-year period. Special pay for dentists is based on longevity of programmed dentists times the applicable rates. Special pay for veterinarians and optometrists is computed by multiplying statutory rates by the number of people programmed in each specialty. Beginning in FY2001 the incremental cost for military personnel contingency requirements in Bosnia and Southwest Asia will be centrally managed as part of the Overseas Contingency Operations Transfer Fund (OCOTF) instead of the military personnel appropriation which is reflected in this submission.

Details of the computation are shown in the following tables:

(Amount in Thousands)

SPECIAL PAY - OFFICERS

~~Medical Pay~~

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
~~Physicians Pay~~	Number ~~Payments~~	Average ~~Rate~~	~~Amount~~	Number ~~Payments~~	Average ~~Rate~~	~~Amount~~	Number ~~Payments~~	Average ~~Rate~~	~~Amount~~
Variable Special Pay	3,947	7,938	31,331	4,002	8,000	32,016	3,898	8,000	31,184
Physician Board Certif	2,463	3,485	8,584	2,474	3,600	8,906	2,399	3,600	8,636
Additional Special Pay	3,047	15,000	45,705	3,112	15,000	46,680	3,008	15,000	45,120
Incentive Special Pay	2,736	17,919	49,026	2,749	18,830	51,764	2,666	19,390	51,694
Multi-Year Special Pay	930	10,028	9,326	907	10,700	9,705	880	12,600	11,088
Subtotal Physicians Pay			$143,972			$149,071			$147,722

~~Nurses Bonus~~

Nurses Accession Bon	51	5,000	255	375	5,000	1,875	375	5,000	1,875
Incentive Special Pay	234	15,000	3,510	215	15,000	3,225	205	15,000	3,075
Nurse Board Certificat	532	3,000	1,596	445	3,000	1,335	421	3,000	1,263
Subtotal Nurses Bonus			$5,361			$6,435			$6,213

~~Dentist Pay~~

Dental Additional Pay	1,077	11,480	12,364	1,121	11,480	12,869	1,103	11,480	12,662
Dental Variable Pay	1,145	7,163	8,202	1,163	7,780	9,048	1,145	7,780	8,908
Board Certified Pay	323	5,284	1,707	349	5,200	1,815	344	5,200	1,789
Dental Accession Bon	21	30,000	630	30	30,000	900	64	30,000	1,920
Multi-Year Special Pay	348	12,380	4,308	359	13,140	4,717	348	13,140	4,573
Subtotal Dentist Pay			$27,211			$29,349			$29,852

(Amount in Thousands)

SPECIAL PAY - OFFICERS

Medical Pay (Continued)

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount	Number Payments	Average Rate	Amount
Optometrists	158	1,200	190	160	1,200	192	161	1,200	193
Veterinarians	2	1,200	2	0	1,200	0	0	1,200	0
Biomedical Science	382	3,000	1,146	370	3,000	1,110	603	3,000	1,809
Subtotal Medical Pay			177,882			186,157			185,789
Personal Allowance - General Officer									
Chief of Staff	0	4,000	0	0	4,000	0	0	4,000	0
Sr Member of UN	0	2,700	0	0	2,700	0	0	2,700	0
General	11	2,200	24	11	2,200	24	11	2,200	24
Lieutenant General	36	500	18	36	500	18	38	500	19
Subtotal Personal Allowance*			42			42			43
Hostile Fire	3,889	1,800	7,000	3,822	1,800	6,880	3,214	1,800	5,786
Diving Duty	59	1,800	106	59	1,800	106	49	1,800	89
Linguists	1,861	1,200	2,233	2,887	1,656	4,781	3,207	1,656	5,311
TOTAL SPECIAL PAY			$187,263			$197,966			$197,018

*Special Pay Total Includes General Officer Allowances.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 1999 Actual	$608,363
FY 2000 Estimate	$614,602
FY 2001 Estimate	$637,900

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

The computation of requirements is provided in the following tables:

(Amount in Thousands)

BASIC ALLOWANCE FOR HOUSING - OFFICERS

DOMESTIC

With Dependents

Grade	FY 1999 Actual Workyears	FY 1999 Actual Average Rate	FY 1999 Actual Amount	FY 2000 Estimate Workyears	FY 2000 Estimate Average Rate	FY 2000 Estimate Amount	FY 2001 Estimate Workyears	FY 2001 Estimate Average Rate	FY 2001 Estimate Amount
General	59	17,218	1,016	59	17,641	1,041	59	18,155	1,071
Colonel	2,280	14,770	33,677	2,282	15,124	34,514	2,283	15,565	35,534
Lt Colonel	7,075	13,905	98,377	7,074	14,238	100,718	7,193	14,653	105,397
Major	9,741	12,337	120,178	9,843	12,632	124,339	9,816	13,001	127,617
Captain	11,737	10,276	120,609	11,035	10,522	116,107	11,038	10,829	119,527
1st Lieutenant	1,898	8,602	16,326	1,805	8,808	15,898	1,971	9,065	17,866
2nd Lieutenant	1,387	7,807	10,828	1,524	7,994	12,182	1,625	8,226	13,368
Subtotal with Dependent	34,177		$401,011	33,622		$404,799	33,985		$420,380

Without Dependents - Full Allowance

Grade	FY 1999 Actual Workyears	FY 1999 Actual Average Rate	FY 1999 Actual Amount	FY 2000 Estimate Workyears	FY 2000 Estimate Average Rate	FY 2000 Estimate Amount	FY 2001 Estimate Workyears	FY 2001 Estimate Average Rate	FY 2001 Estimate Amount
General	4	14,086	56	7	12,787	90	7	13,159	92
Colonel	218	12,750	2,780	223	13,056	2,911	224	13,436	3,010
Lt Colonel	1,023	12,306	12,589	898	12,600	11,315	929	12,968	12,047
Major	2,164	11,301	24,455	2,063	11,572	23,872	2,088	11,908	24,865
Captain	6,646	9,002	59,830	6,391	9,218	58,915	5,959	9,487	56,531
1st Lieutenant	3,198	7,001	22,390	3,209	7,169	23,004	3,533	7,377	26,063
2nd Lieutenant	3,764	5,993	22,556	4,334	6,136	26,592	4,657	6,315	29,410
Subtotal w/o Dependents	17,017		$144,656	17,125		$146,699	17,397		$152,018

(Amount in Thousands)

BASIC ALLOWANCE FOR HOUSING - OFFICERS

DOMESTIC

Without Dependents - Partial Allowance

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
		Average			Average			Average	
Grade	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
General	0	0	0	0	0	0	0	0	0
Colonel	6	492	3	6	504	3	6	518	3
Lt Colonel	25	408	10	26	418	11	25	430	11
Major	59	331	20	60	339	20	55	349	19
Captain	361	275	99	355	282	100	373	290	108
1st Lieutenant	249	219	55	268	225	60	274	231	63
2nd Lieutenant	724	164	118	828	167	138	866	173	150
Subtotal Partial	1,424		$305	1,543		$332	1,599		$354

Inadequate Family Housing

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
		Average			Average			Average	
Grade	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Lt Colonel	1	5,724	6	0	5,861	0	0	6,032	0
Major	0	0	0	0	0	0	0	0	0
Captain	5	5,099	25	0	5,221	0	0	5,373	0
1st Lieutenant	1	3,563	4	0	3,648	0	0	3,756	0
2nd Lieutenant	0	0	0	0	0	0	0	0	0
Subtotal Inadequate	7		$35	0		$0	0		$0

TOTAL BAH - DOMESTIC	$546,007	$551,830	$572,752

(Amount in Thousands)

BASIC ALLOWANCE FOR HOUSING - OFFICERS

OVERSEAS

~~With Dependents~~

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
~~Grade~~	~~Workyears~~	Average ~~Rate~~	~~Amount~~	~~Workyears~~	Average ~~Rate~~	~~Amount~~	~~Workyears~~	Average ~~Rate~~	~~Amount~~
General	1	15,221	15	1	15,559	16	1	16,002	16
Colonel	116	24,028	2,787	116	24,561	2,849	116	25,261	2,930
Lt Colonel	472	19,934	9,409	471	20,376	9,597	473	20,957	9,913
Major	746	17,463	13,027	752	17,850	13,423	761	18,359	13,971
Captain	1,038	15,796	16,396	973	16,146	15,710	931	16,607	15,461
1st Lieutenant	134	15,070	2,019	127	15,404	1,956	139	15,843	2,202
2nd Lieutenant	30	15,309	459	33	15,648	516	35	16,094	563
Subtotal With Dependen	2,537		$44,112	2,473		$44,067	2,456		$45,056

~~Without Dependents~~

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
~~Grade~~	~~Workyears~~	Average ~~Rate~~	~~Amount~~	~~Workyears~~	Average ~~Rate~~	~~Amount~~	~~Workyears~~	Average ~~Rate~~	~~Amount~~
General	0	0	0	0	0	0	0	0	0
Colonel	13	17,424	227	13	17,811	232	13	18,318	238
Lt Colonel	72	16,199	1,166	79	16,558	1,308	52	17,030	886
Major	217	14,012	3,041	194	14,322	2,779	202	14,731	2,976
Captain	776	12,719	9,870	758	13,001	9,855	845	13,372	11,299
1st Lieutenant	245	11,725	2,873	255	11,985	3,056	269	12,327	3,316
2nd Lieutenant	88	12,128	1,067	119	12,397	1,475	108	12,751	1,377
Subtotal w/o Dependents	1,411		$18,244	1,418		$18,705	1,489		$20,092
TOTAL BAH - OVERSEAS			$62,356			$62,772			$65,148
TOTAL BASIC ALLOWANCE FOR HOUSING			$608,363			$614,602			$637,900

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 1999 Actual	$134,880
FY 2000 Estimate	$133,555
FY 2001 Estimate	$135,485

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS RECEIVED

Basic allowance for subsistence costs are computed by multiplying the statutory rate by the programmed officer workyears. BAS reform was implemented 1 Jan 1998 as a cost neutral effort to provide all eligible personnel with a BAS payment. This reform limits the growth of BAS to 1 percent per year in order to allow the department to make partial BAS payments with the remaining pay raise resources going to members receiving subsistence -in-kind (SIK) payments. Projected increases in cost growth will allow the U.S. Department of Agriculture (USDA) food index to catch up with the BAS payment in approximately three years at which time all enlisted personnel will be entitled to a BAS payment.

Details of the computation are provided in the following table:

FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
71,651	1,882.44	$134,880	70,420	1,896.56	$133,555	70,730	1,915.52	$135,485

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 1999 Actual	$60,265
FY 2000 Estimate	$58,936
FY 2001 Estimate	$58,336

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

This allowance is authorized for the purpose of defraying the average excess costs experienced by service members. The FY 1998 NDAA merged all housing allowances, including OHA, into BAH effective 1 Jan 98. Therefore, overseas housing allowances are reflected in the BAH Overseas section. The Moving-In Housing Allowance is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The Temporary Lodging Allowance covers the off-base housing (hotel) costs for military members permanently relocating in or out of an overseas location. The number of personnel entitled to an overseas station allowance is based, as directed in guidance, on historical data adjusted for known changes of each type of allowance.

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

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - OFFICERS

Cost of Living

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Grade	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
General	38	6,263.16	238	42	7,500.00	315	43	7,581.40	326
Colonel	608	6,541.44	3,977	598	6,877.98	4,113	583	6,984.19	4,072
Lt Colonel	1,509	6,165.24	9,303	1,410	6,454.53	9,101	1,375	6,554.19	9,012
Major	2,363	5,354.76	12,653	2,247	5,498.18	12,354	2,190	5,583.07	12,227
Captain	4,053	4,806.12	19,479	3,918	4,869.48	19,079	3,818	4,944.67	18,879
1st Lieutenant	860	3,825.60	3,290	768	3,825.07	2,938	749	3,884.13	2,909
2nd Lieutenant	261	3,572.64	932	282	3,542.01	999	275	3,596.70	989
Subtotal Cost of Living	9,692		$49,872	9,265		$48,899	9,033		$48,414

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
Temporary Lodging Allowan	14,963	590.85	$8,841	14,315	596.46	$8,539	13,960	604.66	$8,441
Moving-In Housing Allowanc	2,265	685.18	$1,552	2,166	691.69	$1,498	2,112	701.20	$1,481
TOTAL STATION ALLOWANCES, OVERSEAS			$60,265			$58,936			$58,336

(Amount in Thousands)

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

FY 1999 Actual	$541
FY 2000 Estimate	$556
FY 2001 Estimate	$581

PART I - PURPOSE AND SCOPE

Congress approved in the FY 1995 Defense Authorization Act the payment of a COLA to servicemembers assigned to high cost areas in the CONUS.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Details of the computations are shown below:

FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
1,770	305.83	$541	1,740	319.69	$556	1,747	332.37	$581

(Amount in Thousands)

PROJECT: UNIFORM ALLOWANCES - OFFICERS

FY 1999 Actual	$1,754
FY 2000 Estimate	$1,864
FY 2001 Estimate	$3,731

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Uniform allowances are determined by applying statutory rates to the programmed number of eligible officers. Starting 1 January 1985, the initial clothing allowance paid to all personnel commissioned or appointed as officers in the Regular or Reserve component is $200 regardless of source of commission or previous enlisted status. Officers are also entitled to an additional active duty uniform allowance of $100 to pay for additional uniforms required while they are on active duty for training. The FY01 Unified Legislation and Budgeting submission includes an initiative to increase the total officer uniform allowance to $600. The additional cost associated with this initiative is included in this Presidents Budget submission. The number of payments for the Initial and Additional Allowances are based on the number of accessions programmed.

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount
Initial Allowances	5,162	200.00	1,032	5,540	200.00	1,108	5,881	400.00	2,352
Additional Allowances	5,162	100.00	516	5,540	100.00	554	5,881	200.00	1,176
Civilian Clothing	354	581.28	206	348	581.28	202	349	581.28	203
TOTAL UNIFORM ALLOWANCES			$1,754			$1,864			$3,731

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICER

FY 1999 Actual	$3,366
FY 2000 Estimate	$3,334
FY 2001 Estimate	$2,754

PART I - PURPOSE AND SCOPE

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

(1) Members are entitled to FSA I when travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in CONUS for his family and one overseas. FSA I is paid at the BAH II - without/dependent rate.
(2) FSA II is payable when a member with dependents makes a permanent change of station, or member is on temporary duty away from permanent duty station for 30 consecutive days or more either in CONUS or overseas, and the travel of dependents to member's duty station is not authorized, and dependents do not reside at or near the duty station. The FY 1998 National Defense Authorization Act increased the FSA payment from $75 to $100 for those members in TDY and PCS status.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Beginning in FY2001 the incremental cost for military personnel contingency requirements in Bosnia and Southwest Asia will be centrally managed as part of the Overseas Contingency Operations Transfer Fund (OCOTF) instead of the military personnel appropriation which is reflected in this submission.

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

(Amount in Thousands)

FAMILY SEPARATION ALLOWANCES - OFFICER

PCS Overseas with Dependents not Authorized and Maintain Two Homes

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Grade	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Colonel	6	9,585.96	58	6	9,888.36	59	6	10,237.56	61
Lt Colonel	19	9,232.20	175	19	9,523.80	181	19	9,860.40	187
Major	32	8,554.56	274	31	8,823.60	274	32	9,135.00	292
Captain	22	6,858.96	151	22	7,075.80	156	22	7,326.00	161
1st Lieutenant	9	5,438.76	49	9	5,610.60	50	9	5,808.60	52
2nd Lieutenant	1	4,581.96	5	1	4,727.76	5	1	4,895.16	5
Subtotal	89		$712	88		$725	89		$758
PCS CONUS or Overseas with dependents not author	646	1,200.00	$775	635	1,200.00	$762	638	1,200.00	$766
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY	1,566	1,200.00	$1,879	1,539	1,200.00	$1,847	1,025	1,200.00	$1,230
TOTAL FAMILY SEPARATION ALLOWANCE			$3,366			$3,334			$2,754

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

FY 1999 Actual	$80,390
FY 2000 Estimate	$116,566
FY 2001 Estimate	$112,077

PART I - PURPOSE AND SCOPE

Funds provide:

(1) Lump sum terminal leave payments to officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under provisions of 10 U.S.C. 701, and 37 U.S.C. 501.

(2) Severance pay to officers who are involuntarily discharged or released from active duty, including severance pay to officers not eligible for retirement under any provision of law on the date of elimination by promotion list passover under provisions of 10 U.S.C. 637(a); disability severance pay paid to a member separated from the service for a physical disability under provisions of 10 U.S.C. 1212; and severance pay paid to certain members who voluntarily separate under the Voluntary Separation Incentive (VSI)/Special Separation Benefit (SSB) programs under the provisions of U.S.C. 1775 and 1174a, and certain members who retire under the Temporary Early Retirement Authority (TERA) under the provisions of 10 U.S.C. 8911, 8914 as amended.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave payments are determined by multiplying the projected number of eligibles for each applicable separation payment at rates based on past experience and adjusted for pay raises. For leave accumulated prior to 1 September 1976 and retained throughout the career, payments include basic pay, basic allowance for subsistence and basic allowance for quarters. For leave accumulated after 1 September 1976, to include lowering to the 1 September 1976 leave balance, the rate payable is basic pay only. Leave payments will not exceed the career total of 60 days.

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

The FY 1992 Defense Authorization Act approved two voluntary separation programs to employ during the force drawdown. The programs apply to officer and enlisted members who have more than 6 and less than 20 years of service. The first is the VSI Program and the second is the SSB Program. VSI is calculated as follows: annual basic pay X 2.5 percent X years of service with annuity payments for twice the years of service. SSB payments are calculated as follows: annual basic pay X 15 percent X years of service. These programs will be used to reduce involuntary separations and will be offered to members in overage specialties to facilitate force-shaping requirements during the drawdown. Currently, we do not anticipate any requirements for VSI and SSB through FYs 1999 - 2001.

The FY 1999 National Defense Authorization Act extended the active duty early retirement program for use during the force drawdown. The early retirement program is necessary to shape the 15-20 year segment of the force. It will assist the services in achieving their drawdown goals of maintaining readiness and treating people fairly. The criteria for early retirement will include such factors as grade, years of service, and skill, with a focus on the population where the inventory exceeds requirements. Members approved for early retirement will receive the same benefits as individuals with 20 or more years of service. However, their retired pay will be reduced by one percent for each year that they are short of 20 years of active duty. The early retirement amount is the product of 2.5 percent X years of service X basic pay (adjusted for COLA) X reduction factor. For members who leave under the early retirement program, the Air Force is required to establish a subaccount within the Military Personnel Appropriation to fund up front all early retirement payments including cost of living adjustments, which will cover the entire initial period. This period is defined as that period equal to the difference between 20 years and the number of years completed by the member.

The FY 2000 National Defense Authorization Act provided for a $30K Lump Sum Bonus provision to retiring members who elect to remain under the reduced 40 percent "Redux" retirement plan. This provision is reflected in FY 2001.

(Amount in Thousands)

SEPARATION PAYMENTS - OFFICERS

Lump Sum Terminal Leave Payments

	FY 1999 Actual				FY 2000 Estimate				FY 2001 Estimate				
Grade	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount	P
General	88	15	4,056.89	357	105	15	4,239.45	445	105	15	4,407.97	463	
Colonel	1,288	15	3,069.24	3,953	1,532	15	3,206.48	4,912	1,522	15	3,333.43	5,073	
Lt Colonel	1,516	17	2,806.25	4,254	1,790	17	2,942.74	5,268	1,771	17	3,066.02	5,430	
Major	1,173	20	2,721.53	3,192	1,141	20	2,860.05	3,263	995	20	2,986.59	2,972	
Captain	2,446	21	2,401.12	5,873	1,941	21	2,516.44	4,884	1,398	21	2,625.31	3,670	
1st Lieutenant	295	12	1,028.66	303	230	12	1,091.51	251	162	12	1,152.33	187	
2nd Lieutenant	62	303	19,378.14	1,201	50	303	19,637.97	982	36	303	19,792.15	713	
Subtotal Lump Sum Terminal Leave				$19,133				$20,005				$18,508	
Separation Pay													
Fail Promotion/Un	356		59,015.00	21,009	421		56,650.00	23,850	686		58,350.00	40,028	
Disability	45		34,889.00	1,570	25		49,041.00	1,226	25		50,512.00	1,263	
Severance Pay, Non Disability													
Invol-Half Pay 5	8		23,474.00	188	3		23,909.00	72	3		24,626.00	74	
Invol-Half Pay 1	17		43,140.00	733	25		64,264.00	1,607	25		66,192.00	1,655	
SSB	0		0.00	0	0		0.00	0	0		0.00	0	
VSI	0		0.00	0	0		0.00	0	0		0.00	0	
VSI Trust Fund*				27,379				32,579				8,779	
15 Year Retiremen	147		70,599.00	10,378	500		74,454.00	37,227	470		75,043.00	35,270	
$30K Lump Sum Bonus									1		6,500.00	6,500	
Subtotal Separation Pay				$61,257				$96,561				$93,569	
TOTAL SEPARATION PAYMENTS				$80,390				$116,566				$112,077	

(Amount in Thousands)

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

FY 1999 Actual	$282,650
FY 2000 Estimate	$257,922
FY 2001 Estimate	$262,956

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Calendar Year 1999 - 7.65% on First $72,600
Calendar Year 2000 - 7.65% on First $73,800
Calendar Year 2001 - 7.65% on First $76,200

Funding for FY 1999 includes employer's contribution to Social Security for which military members receive wage credit but no social security tax (i.e., quarters and subsistence allowances). DoD makes direct payments to the Social Security Trust Funds based on Health and Human Services (HHS) estimates to cover the cost of these additional credits. To recognize service members full Social Security eligibility, service members' reported wages were increased and the "taxes" related to this increase were paid into the Social Security Trust Fund by DoD. However, the realized benefit of the wage credit is minimal. Since only the highest 35 years of earnings are counted in determining SS benefits, service members, who do not continue until retirement (83 percent of members), would generally have 35 years of earnings without considering military service. Any military earnings that do count in the 35 year period would be modest compared to more recent earnings and would have almost no influence on SS benefits. Therefore, the Department has eliminated the military wage credit in FY 2000 and FY 2001 to allow these funds to be reapplied to other high priority initiatives with minimal impact on a former service member's future overall retirement benefit.

Details of the computations are shown below:

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Officers	71,651	3,441.24	246,568	70,420	3,662.62	257,922	70,730	3,717.74	262,956
Wage Credit			36,082			0			0
TOTAL SOCIAL SECURITY TAX			$282,650			$257,922			$262,956

PAY AND ALLOWANCES OF ENLISTED

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

2. Pay and Allowances of Enlisted

FY 2000 Direct Program			9,994,369
Increases:			
Basic Pay		320,575	
- 1 Jan 01 3.7 percent pay raise	168,184		
- Pay Table Reform, effective 1 Jul 00	100,000		
- Annualization of 1 Jan 00 4.8 percent pay raise	71,866		
- Decrease in workyears/longevity	-19,475		
Housing Allowances		57,194	
- Changes in rates	39,005		
- Increase in workyears	18,189		
Reimbursements		39,032	
- Change in reimbursements	39,032		
Enlistment Bonus		25,781	
- Increase in payments	23,781		
- Start Prior Service Bonus Program	2,000		
Separations		24,822	
- Start $30,000 Lump Sum Bonus Program	26,500		
- Increase in involuntary separation payments	2,655		
- 1 Jan 01 3.7 percent pay raise	2,562		
- Annualization of 1 Jan 00 4.8 percent pay raise	1,095		
- Increase in LSTL payments	310		
- Changes in VSI Trust Fund Payments	-8,300		

Social Security (FICA)		24,525	
- 1 Jan 01 3.7 percent pay raise	12,866		
- Pay Table Reform, effective 1 Jul 00	7,650		
- Annualization of 1 Jan 00 4.8 percent pay raise	5,498		
- Decrease in workyears	-1,489		
Clothing Allowance		2,019	
- Changes in rates	1,791		
- Increase in payments	228		
Overseas Station Allowances		940	
- Changes in rates	584		
- Increase in workyears	356		
CONUS COLA		8	
- Changes in rates	8		
Total Increases			494,896
<u>Decreases:</u>			
Family Separation Allowance		-5,490	
- Increase in workyears	43		
- 1 Jan 01 3.7 percent pay raise	42		
- Annualization of 1 Jan 00 4.8 percent pay raise	19		
-Transferred Contingency funding to OCOTF	-5,594		

Selective Reenlistment Bonus		-7,999	
- Changes in rates	8,358		
- Decrease in payments	-16,357		
Special Pay		-8,130	
- Start College Loan Payback Program	5,000		
- Decrease in workyears	-451		
-Transferred Contingency funding to OCOTF	-12,679		
Retired Pay Accrual		-35,093	
- 1 Jan 01 3.7 percent pay raise	49,783		
- Pay Table Reform, effective 1 Jul 00	29,600		
- Annualization of 1 Jan 00 4.8 percent pay raise	21,272		
- Change in workyears/longevity	-5,765		
- Decrease in RPA rate to 29.6 percent	-129,983		
Total Decreases			-56,712
FY 2001 Direct Program			10,432,553

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 1999 Actual	$5,787,488
FY 2000 Estimate	$5,908,308
FY 2001 Estimate	$6,228,883

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include annualized pay raises of 3.6 percent in FY 1999 and 4.8 percent in FY 2000. FY 2001 requirements include the annualization of a 4.8 percent pay raise in FY 2000 and 3.7 percent in FY 2001. The budget also includes amounts for Pay Table Reform (one quarter in FY2000 and full year in FY2001).

FY 1999 beginning strength was 291,590 with an actual ending strength of 286,169 resulting in the utilization of 291,509 workyears.

FY 2000 beginning strength will be 286,169 and ending with 284,311 using 287,790 workyears.

FY2001 beginning strength will be 284,311 and ending with 282,800 using 287,387 workyears.

(Amount in Thousands)

BASIC PAY - ENLISTED

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Grade	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	2,975	41,831	124,447	2,922	43,777	127,916	2,861	46,272	132,384
Senior Master Sergeant	6,007	34,404	206,665	5,901	35,962	212,212	5,790	38,067	220,408
Master Sergeant	29,590	29,252	865,567	28,254	30,553	863,244	28,198	31,977	901,687
Technical Sergeant	40,016	25,127	1,005,482	41,878	25,999	1,088,786	43,595	26,983	1,176,324
Staff Sergeant	72,544	20,857	1,513,050	71,333	21,403	1,526,740	72,942	22,464	1,638,569
Sergeant	66,374	16,729	1,110,371	64,498	17,085	1,101,948	63,383	18,316	1,160,923
Airman First Class	46,494	13,651	634,690	47,962	14,157	678,998	46,024	14,843	683,134
Airman	16,208	12,797	207,414	13,508	13,374	180,656	13,515	13,904	187,913
Airman Basic	11,301	10,601	119,802	11,534	11,081	127,808	11,079	11,512	127,541
Total Basic Pay	291,509		$5,787,488	287,790		$5,908,308	287,387		$6,228,883

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 1999 Actual	$1,747,821
FY 2000 Estimate	$1,878,842
FY 2001 Estimate	$1,843,749

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

(a) Retired Pay Accrual Normal Cost Percentage (NCP) approved by the Board of Actuaries.
(b) The approved percentages are 30.2% in FY 1999, 31.8% for FY 2000, and 29.6% for FY2001.

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

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
RPA	291,509	5,995.77	$1,747,821	287,790	6,528.52	$1,878,842	287,387	6,415.56	$1,843,749
Total	291,509	5,995.77	1,747,821	287,790	6,528.52	$1,878,842	287,387	6,415.56	$1,843,749

(Amount in Thousands)

PROJECT: INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

FY 1999 Actual	25,346
FY 2000 Estimate	36,737
FY 2001 Estimate	36,737

PART I - PURPOSE AND SCOPE

The purpose of Incentive Pay for Hazardous Duty is to help the Air Force attract and rtain enlisted volunteers in duties requiring more than normal exposure to hazardous duties in peacetime. The FY 1998 NDAA increased the minimum monthly incentive pay to $150 per month. To focus on the career aviation enlisted personnel; FY 2000 includes funding for Career Enlisted Flyer Incentive Pay (CEFIP) which is similar in concept to the Aviation Career Incentive Pay (ACIP) payment for officer aviators. It will be paid in fixed monthly amounts ranging from $150 to $400.

Funds provide payment to enlisted personnel under provisions of 37 United Sates Code 301 as follows:

(1) Crew Member - A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained in order to qualify for this pay.

(2) Non-Crew Member - Involves frequent and regular participation in aerial flights. Enlisted personnel non-crew members are classified as "operational support flyers." They are required to perform critical in-flight duties (such as maintenance) that cannot be performed by an assigned crew member. This amount was increased from $110 to $150 in the FY 1998 NDAA.

(3) Parachute Jumping - Incentive pay for hazardous duty to induce volunteer enlisted personnel to enter into and remain in duty involving parachute jumping from an aircraft in aerial flight. Members, who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of $225.

(4) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to members who demolish, by the use of explosives, underwater objects, obstacles or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. It is paid under specified conditions at a monthly rate of $150.

(5) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human test subject in thermal stress experiments, and (c) duty as human acceleration/deceleration test subject. Paid at a monthly rate of $150.

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

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

(8) Career Enlisted Flyer Incentive Pay (CEFIP) – Incentive pay to compensate career enlisted aircrew members and is based on years of aviation service rather than solely on rank. The CEFIP rates: $150 a month for aviation service less than 4 years (which is the current minimum HDIP rate), over 4 years aviation service is $225, over 8 years of aviation service $350, and $400 for over 14 years of aviation service $400.

(9) Other hazardous duty required by order and authorized under the provisions of 37 United States Code 301.

Incentive duty pay is computed on the basis of the average number of enlisted in each pay grade who are eligible for payment. Average pay rates for flying duty crew members are those prescribed by law, based on average years of service by pay grade. In addition, Career Enlisted Flying pay has been included in this budget. All other hazardous duty pay is computed at the statutory rate per workyear. The computation of fund requirements is provided in the following tables:

(Amount in Thousands)

INCENTIVE PAY FOR HAZARDOUS DUTY - ENLISTED

Flying Duty Crew Members

Yrs Svc	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Grade	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Chief Master Sergeant	93	2,880	268	20	2,880	58	20	2,880	58
Senior Master Sergeant	236	2,880	680	61	2,880	176	61	2,880	176
Master Sergeant	1,125	2,880	3,240	232	2,880	668	232	2,880	668
Technical Sergeant	1,466	2,580	3,782	306	2,580	789	306	2,580	789
Staff Sergeant	2,568	2,280	5,855	605	2,280	1,379	605	2,280	1,379
Sergeant	1,653	1,980	3,273	551	1,980	1,091	551	1,980	1,091
Airman First Class	532	1,800	958	109	1,800	196	109	1,800	196
Airman	99	1,800	178	0	1,800	0	0	1,800	0
Airman Basic	8	1,800	14	0	1,800	0	0	1,800	0
Subtotal Flying Duty Crew	7,780		$18,248	1,884		$4,357	1,884		$4,357
Non-Fly Crew Members	173	1,800	311	220	1,800	396	220	1,800	396
Subtotal Flying Duty Pay	7,953		$18,559	2,104		$4,753	2,104		$4,753

Type	FY 1999 Actual Workyears	Statutory Rate	Amount	FY 2000 Estimate Workyears	Statutory Rate	Amount	FY 2001 Estimate Workyears	Statutory Rate	Amount
Parachute Jumping	1,060	1,980	2,099	880	1,980	1,742	880	1,980	1,742
Experimental Stress	466	1,800	839	500	1,800	900	500	1,800	900
Demolition	1,071	1,800	1,928	1,000	1,800	1,800	1,000	1,800	1,800
Toxic Fuel Handler	749	1,800	1,348	745	1,800	1,341	745	1,800	1,341
Hazardous Bio Org	45	1,800	81	60	1,800	108	60	1,800	108
Parachute HALO	57	2,700	154	200	2,700	540	200	2,700	540
Air Weapons Controller	141	2,400	338	0	2,400	0	0	2,400	0
Subtotal Other Incentive Duty P	3,589		$6,787	3,385		$6,431	3,385		$6,431
Career Enlisted Flyer Incentive Pay Yrs Svc									
Less than 4 Yrs Avn Svc	0	0	0	1,294	1,800	2,329	1,294	1,800	2,329
More than 4 Yrs Avn Svc	0	0	0	1,264	2,700	3,413	1,264	2,700	3,413
More than 8 Yrs Avn Svc	0	0	0	1,597	4,200	6,707	1,597	4,200	6,707
More than 14 Yrs Avn Svc	0	0	0	2,730	4,800	13,104	2,730	4,800	13,104
Career Enlisted Flyer Incentive	0		0	6,885		25,553	6,885		25,553
Subtotal Other Incentive Duty Pay	3,589		6,787	10,270		31,984	10,270		31,984
TOTAL INCENTIVE PAY	11,542		25,346	12,374		36,737	12,374		36,737

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 1999 Actual	$38,819
FY 2000 Estimate	$43,252
FY 2001 Estimate	$35,122

PART I - PURPOSE AND SCOPE

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

(1) Duty at Certain Places (Foreign Duty) - Payment to certain enlisted personnel for purposes of morale and in recognition of the greater than normal hardship experienced at designated locations outside the 48 contiguous states and the District of Columbia. Payment is based on grade with rates ranging from $8 to $22.50 per month.

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

(3) Diving Duty Pay - Authorized for enlisted members of the Air Force under the provisions of 37 United States Code 34. The specific amount to be paid is determined by the Secretary of the Air Force. Although the maximum amount authorized by law is $300/month for enlisted personnel, the amounts paid by the Air Force are $100 or $150 per month based on divers' skill levels, responsibility, hazard, and need for the incentive. Air Force enlisted members engaged in diving duties fall into two career fields, pararescue and diving duty basic. Changes in the DoD Pay Manual have authorized members to receive pay when they start training. Pararescue divers conduct day/night underwater rescue operations; recover space vehicles; detect and treat decompression sickness, diving accidents/injuries; infiltrate and exfiltrate for land rescue in a combat environment and; deploy to sea via parachute, helicopter, surface or subsurface vessel. Combat control team members, who receive the diving duty-basic scuba pay, conduct infiltration and exfiltration to establish and manage air landing/off-load areas ashore. They enter water from surface vessel, parachute or helicopter drop.

(4) Hostile Fire Pay - Paid to members who serve in designated areas subject to specific dangers. It is paid at a month rate of $150.

(5) Foreign Language Proficiency Pay - Authorized in 37 United States Code 316 for enlisted members who have been certified as proficient in a foreign language identified by the Secretary of Defense who is: (a) qualified in a military specialty requiring such proficiency; (b) received training to develop such proficiency; (c) assigned to military duties requiring such a proficiency; or (d) is proficient in a language for which DoD has a critical need. The pay, ranging between $50 and $100 a

month, is based on proficiency skill levels. The FY 2000 Unified Legislation and Budgeting initiative to restructure FLPP was approved and is funded in this budget. The initiative created two tiers of linguists (career linguists and others), and increased the rate for career linguists.

6) College Loan Repayment Program - Recruiting initiative designed to attract the college bound/post college drop out population. The program will be restricted to individuals enlisting in hard-to-fill AFSCs and requires a 6-year enlistment. Additionally, recruits will be ineligible for both Enlistment Bonus (EB) and this loan payment program. Maximum amount per recruit will not exceed $10K.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

(Amount in Thousands)

SPECIAL PAY - ENLISTED

Duty at Certain Places

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Grade	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	148	270	40	143	270	39	92	270	25
Senior Master Sergeant	373	270	101	358	270	97	230	270	62
Master Sergeant	2,184	270	590	2,066	270	558	1,324	270	357
Technical Sergeant	3,300	240	792	3,281	240	787	2,102	240	504
Staff Sergeant	6,788	192	1,303	6,728	192	1,292	4,311	192	828
Sergeant	7,969	156	1,243	7,779	156	1,214	4,985	156	778
Airman First Class	3,439	108	371	3,682	108	398	2,360	108	255
Airman	1,046	96	100	880	96	84	564	96	54
Airman Basic	92	96	9	90	96	9	57	96	5
Subtotal Duty at Certain Places	25,339		$4,549	25,007		$4,478	16,025		$2,868

(Amount in Thousands)

SPECIAL PAY - ENLISTED

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
		Average			Average			Average	
Grade	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Diving Duty Basic	5	1,320	7	5	1,320	7	5	1,320	7
Diving Duty Pararescue	663	1,800	1,193	655	1,800	1,179	654	1,800	1,177
Overseas Tour Extension Pay	170	2,000	340	168	2,000	336	168	2,000	336
Sea Duty	1	1,200	1	1	1,200	1	1	1,200	1
Hostile Fire Pay	16,270	1,800	29,286	16,046	1,800	28,883	9,415	1,800	16,947
Foreign Language Proficiency Pay	3,894	884	3,443	4,382	1,910	8,368	4,601	1,910	8,786
College Loan Payback Program			0			0	1		5,000
TOTAL SPECIAL PAY	46,342		38,819	46,264		43,252	30,870		35,122

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 1999 Actual	$17,8
FY 2000 Estimate	$18,0
FY 2001 Estimate	$18,0

PART I - PURPOSE AND SCOPE

Special Duty Assignment Pay (SDAP) is authorized by United States Code 307 and is an incentive to induce enlisted members to qualify for and serve in duties which are extremely difficult, or duties which involve an unusual degree of responsibility. As of this submission, the Air Force has limited such designations to 27 specific duties.

PART II - JUSTIFICATION OF FUNDS REQUESTED

SDAP is currently authorized for recruiters, basic military training instructors, human intelligence debriefers, combat controllers, pararescue personnel, tactical air command and control personnel, ground enlisted weapons directors, parachuting instructors, forward area refueling point personnel, flying crew chiefs, Combat Weather Forecasters, defense couriers, members of two joint operational commands, members of two special government agencies, and classified Air Force projects. These are demanding and arduous duties which require extraordinary effort for satisfactory performance. The Air Force conducts reviews of the duties requiring periodic justification, with changes as may be indicated by the review. This program is dynamic and may be added or deleted throughout the year.

(Amount in Thousands)

SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

	FY 1999 Actual		FY 2000 Estimate		FY 2001 Estimate	
	Workyears	Amount	Workyears	Amount	Workyears	Amount
SD-6 ($375)	1,500	6,750	1,600	7,200	1,600	7,200
SD-5 ($275)	930	3,069	917	3,026	917	3,026
SD-4 ($220)	715	1,888	696	1,837	696	1,837
SD-3 ($165)	2,575	5,099	2,499	4,948	2,499	4,947
SD-2 ($110)	595	785	585	772	585	772
SD-1 ($55)	434	286	329	217	330	218
TOTAL SPECIAL DUTY ASSIGNMENT PAY	6,749	$17,877	6,626	$18,000	6,627	$18,000

(Amount in Thousands)

PROJECT: SELECTIVE REENLISTMENT BONUS - ENLISTED

FY 1999 Actual	$74,152
FY 2000 Estimate	$120,824
FY 2001 Estimate	$112,825

PART I - PURPOSE AND SCOPE

A Selective Reenlistment Bonus (SRB) is authorized by United States Code 308 as an incentive to attract additional reenlistments in critical military specialties which are characterized by retention levels insufficient to sustain the career force at an adequate level. It is available for application to problem reenlistment points from 21 months to 14 years of active service. The bonus amount is the product of up to 10 months of basic pay to which the member was entitled at the time of discharge or release, times the number of years of additional obligated service, not to exceed a total amount of $45,000. The FY 1988 DoD Authorization Act changed the SRB pay methodology. The Air Force pays SRBs under the installment program paying 50 percent up front and the remainder in equal annual payments. Accelerated payments are installment payments made in advance of the normal anniversary dates. Average rates paid change in connection with multiples authorized, years of reenlistment and annual pay raises.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

During the latest SRB review for FY00, the number of authorized skills was increased by eleven, i.e., 135 skills on previous SRB list...146 now. SRB multiples were increased a total of $25 million in 24 skills in Zone A, 15 skills in Zone B, and 15 skills in Zone C, reflective of Congressional plus-up. The goal of SRB is to maintain skill manning in line with required end strength. Retaining an adequate budget allows for the distribution of bonuses to alleviate unprojected manning shortfalls. As retention continues to be a top priority, expanded monetary inducements will be required to keep these highly trained and experienced personnel in the Air Force. Our FY 2000 budget estimates reflect these anticipated changes.

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

The Air Force has and will continue to focus management initiatives to rebalance between overage and shortage skills. For shortage skills, the Air Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include: increased promotion opportunity to members in chronic critical shortage skills; retraining NCOs from overage skills into shortage skills; and returning previously qualified specialists to shortage skills. The following actions are aimed at reducing overage skills: voluntary and involuntary retraining out of overage skills.

(Amount in Thousands)

SELECTIVE REENLISTMENT BONUS (SRB)

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	No. Pmts	Average Rate	Amount	No. Pmts	Average Rate	Amount	No. Pmts	Average Rate	Amount
Initial Payments	11,775	5,038	59,321	17,625	5,402	95,202	12,498	5,601	70,003
Anniversary Payments	15,400	953	14,679	24,650	1,026	25,291	35,685	1,190	42,477
Accelerated Payments	139	1,090	152	143	2,313	331	149	2,315	345
TOTAL	27,314		$74,152	42,418		$120,824	48,332		$112,825

REENLISTMENT BONUS OUTYEAR IMPACT
MILITARY PERSONNEL, AIR FORCE

	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003		FY 2004	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Oblig	15,400	14,679	13,954	13,211	11,150	11,890	10,035	10,701	9,032	9,631		
Accelerated Payments	139	152	143	331	149	345	149	345	149	347	149	347
Prior Year	11,775	59,321	10,696	12,080	8,526	10,860	7,673	9,763	7,059	8,982	6,353	8,084
FY 2000												
Current Year			17,625	95,202	16,009	19,727	12,447	14,942	11,601	13,926	10,441	12,533
FY 2001												
Budget Year					12,498	70,003	12,155	12,334	11,328	11,495	10,196	10,346
Annual Payments	15,539	14,831	24,793	25,622	33,669	38,822	42,459	48,085	39,169	44,381	27,139	31,310
Total	27,314	74,152	42,418	120,824	48,332	112,825	42,459	48,085	39,169	44,381	27,139	31,310

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 1999 Actual	$22,000
FY 2000 Estimate	$83,048
FY 2001 Estimate	$108,829

PART I - PURPOSE AND SCOPE

An enlistment bonus is authorized by 37 United States Code 308a as an incentive to induce individuals to enlist for a period of at least four years in specific, critical military skills. These skills are characterized by an inadequate number of enlistments to meet accession objectives and to restore Recruiting Service competitiveness and provide enhancements to extensions/retention in the Air Force. The maximum bonus authorized by law is $20,000; in April 1999 the Air Force authorized the maximum enlistment bonus in two skills for a six-year enlistment to $12,000. Individuals enlisting for a 4-year enlistment are allowed to change their enlistment contracts prior to departing Basic Military Training at Lackland AFB Texas to a six -year enlistment and collect a higher bonus. The Air Force currently pays an Initial Enlistment bonus to 100 skills.

PART II - JUSTIFICATION OF FUNDS REQUESTED

This is the first year the Air Force has had a large Enlistment Bonus program so that a significant number of payments will actually be made in the following year.

In October 1998, in an effort to restore Recruiting Service's competitiveness and provide enhancements to extension/retention in the Air Force, we expanded and enhanced the enlistment bonus/enlistment program. In April 1999, the Air Force expanded the Enlistment Bonus program establishing $12,000 as the highest bonus amount for a six-year enlistment. The following is a further breakout of the bonus amounts and number of skills authorized an Enlistment Bonus for a six-year enlistment: $9,000 – six skills, $7,000 – 13 skills, $6,000 – 23 skills, $5,000 – 16 skills, $4,000 – 13 skills, $3,000 – 16 skills, $2,000 – four skills. We also authorize a minimum of $1,000 bonus for a 4-year enlistment in all 6-year bonus skills. The only exception is a $3,000 4-year bonus for Combat Controllers and Pararescue personnel. As an additional recruiting incentive and as a six-month test we offer a minimum of a $3,000 enlistment bonus for a 4- or 6-year enlistment in our hard to fill mechanical 44 or higher open aptitude index enlistment. Additionally, in FY 2000 we have programmed a $1,000 bonus increase for the very difficult recruiting months of Feburary, March, April and May into all the mechanical and electrical skills.

For FY 01, we are developing criteria to implement a Prior Service Enlistment Bonus for selected skills.

(Amount in Thousands)

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
New Payments	3,003	1,000	3,003	4,235	1,000	4,235	4,425	1,000	4,425
	67	2,000	134	227	2,000	454	301	2,000	602
	303	3,000	909	1,475	3,000	4,425	1,450	3,000	4,350
	1,350	4,000	5,400	1,490	4,000	5,960	1,490	4,000	5,960
	950	5,000	4,750	1,182	5,000	5,910	1,180	5,000	5,900
	500	6,000	3,000	995	6,000	5,970	998	6,000	5,988
	400	7,000	2,800	810	7,000	5,670	845	7,000	5,915
	0	8,000	0	0	8,000	0	645	8,000	5,160
	0	9,000	0	35	9,000	315	40	9,000	360
	0	10,000	0	0	10,000	0	0	10,000	0
	0	12,000	0	0	12,000	0	0	12,000	0
Prior Service Program			0			0	1		2,000
Residual:	0	1,000	0	2,858	1,000	2,858	2,878	1,000	2,878
	0	2,000	0	800	2,000	1,600	1,180	2,000	2,360
	26	3,000	78	1,150	3,000	3,450	1,625	3,000	4,875
	0	4,000	0	1,930	4,000	7,720	2,325	4,000	9,300
	0	5,000	0	1,468	5,000	7,340	1,745	5,000	8,725
	321	6,000	1,926	1,525	6,000	9,150	1,668	6,000	10,008
	0	7,000	0	1,620	7,000	11,340	1,825	7,000	12,775
	0	8,000	0	0	8,000	0	1,275	8,000	10,200
	0	9,000	0	447	9,000	4,023	380	9,000	3,420
	0	10,000	0	0	10,000	0	100	10,000	1,000
	0	12,000	0	219	12,000	2,628	219	12,000	2,628
TOTAL	6,920		$22,000	22,466		$83,048	26,595		$108,829

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 1999 Actual	$1,123,423
FY 2000 Estimate	$1,140,422
FY 2001 Estimate	$1,197,616

PART 1 - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The FY 1998 amount for BAH reflects the 1 January 98 start date for BAH and includes a 2.5 percent increase, which is the composite of the 2.8 percent rate applicable to BAQ and the 1.4 percent applicable to VHA. Effective 1 Jan 1998, Overseas Housing Allowance (OHA) was linked to BAH and is now displayed in the BAH exhibit. OHA has been renamed BAH Overseas and includes the former BAQ allowance paid to overseas members.

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

The computation of requirements is provided in the following table:

(Amount in Thousands)

BASIC ALLOWANCE FOR HOUSING (DOMESTIC) - ENLISTED

With Dependents

Grade	FY 1999 Actual Workyears	FY 1999 Actual Average Rate	FY 1999 Actual Amount	FY 2000 Estimate Workyears	FY 2000 Estimate Average Rate	FY 2000 Estimate Amount	FY 2001 Estimate Workyears	FY 2001 Estimate Average Rate	FY 2001 Estimate Amount
Chief Master Sergeant	1,803	10,675	19,246	1,645	11,023	18,133	1,763	11,459	20,201
Senior Master Sergeant	3,464	9,724	33,683	3,158	10,040	31,707	3,420	10,438	35,697
Master Sergeant	15,914	8,944	142,331	14,955	9,235	138,114	15,232	9,601	146,236
Technical Sergeant	19,227	8,007	153,960	19,677	8,269	162,706	21,239	8,595	182,553
Staff Sergeant	27,086	7,060	191,219	26,634	7,290	194,172	27,551	7,577	208,767
Sergeant	15,083	6,279	94,703	14,656	6,483	95,020	14,753	6,739	99,425
Airman First Class	5,785	5,915	34,218	5,968	6,107	36,449	6,033	6,349	38,302
Airman	1,471	5,766	8,481	1,226	5,954	7,300	1,277	6,189	7,903
Airman Basic	882	6,398	5,643	810	6,607	5,351	805	6,868	5,529
Subtotal with Dependents	90,715		$683,484	88,729		$688,952	92,073		$744,613

Without Dependents - Full Allowance

Grade	FY 1999 Actual Workyears	FY 1999 Actual Average Rate	FY 1999 Actual Amount	FY 2000 Estimate Workyears	FY 2000 Estimate Average Rate	FY 2000 Estimate Amount	FY 2001 Estimate Workyears	FY 2001 Estimate Average Rate	FY 2001 Estimate Amount
Chief Master Sergeant	250	8,860	2,215	172	9,149	1,574	167	9,511	1,588
Senior Master Sergeant	584	8,242	4,813	392	8,510	3,336	383	8,847	3,388
Master Sergeant	3,118	6,934	21,619	2,077	7,160	14,871	2,072	7,443	15,422
Technical Sergeant	5,288	6,291	33,268	4,134	6,496	26,856	4,340	6,754	29,310
Staff Sergeant	13,674	5,724	78,271	11,404	5,911	67,408	11,694	6,145	71,857
Sergeant	17,163	5,076	87,112	18,041	5,241	94,557	17,873	5,448	97,378
Airman First Class	6,504	4,933	32,082	8,508	5,094	43,339	7,538	5,294	39,909
Airman	693	4,688	3,249	1,235	4,840	5,978	1,236	5,032	6,220
Airman Basic	44	5,143	226	2,544	5,311	13,512	2,011	5,521	11,102
Subtotal without Dependents (Full)	47,318		$262,855	48,507		$271,431	47,314		$276,174

(Amount in Thousands)

BASIC ALLOWANCE FOR HOUSING (DOMESTIC) - ENLISTED

Without Dependents - Partial Allowance

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Grade	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	1	238	0	1	246	0	1	255	0
Senior Master Sergeant	18	188	3	18	193	3	18	202	4
Master Sergeant	120	150	18	87	155	14	87	161	14
Technical Sergeant	215	125	27	194	129	25	197	135	27
Staff Sergeant	1,161	113	131	1,142	116	133	1,168	121	142
Sergeant	10,673	100	1,068	10,472	103	1,081	10,192	107	1,091
Airman First Class	25,783	100	2,581	26,697	103	2,757	26,253	107	2,811
Airman	12,228	88	1,071	10,190	90	919	10,195	94	956
Airman Basic	8,138	88	713	7,856	90	709	7,978	94	748
Subtotal without Dependents (Partia	58,337		$5,612	56,657		$5,641	56,089		$5,793

Inadequate Family Housing

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Grade	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	0	0	0	0	0	0	0	0	0
Senior Master Sergeant	0	0	0	1	0	0	1	0	0
Master Sergeant	3	14,894	45	2	15,380	31	2	15,988	32
Technical Sergeant	8	13,411	107	5	13,849	69	5	14,396	72
Staff Sergeant	31	11,919	369	20	12,307	246	20	12,794	256
Sergeant	29	10,368	301	15	10,706	161	15	11,129	167
Airman First Class	6	9,462	57	4	9,771	39	4	10,156	41
Airman	0	0	0	2	0	0	2	0	0
Airman Basic	0	0	0	1	0	0	1	0	0
Subtotal Inadequate Family Housin	77		$879	50		$546	50		$568

TOTAL BASIC ALLOWANCE FOR HOUSING (DOMESTI	$952,830	$966,570	$1,027,148

(Amount in Thousands)

BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED

With Dependents

Grade	FY 1999 Actual Workyears	FY 1999 Actual Average Rate	FY 1999 Actual Amount	FY 2000 Estimate Workyears	FY 2000 Estimate Average Rate	FY 2000 Estimate Amount	FY 2001 Estimate Workyears	FY 2001 Estimate Average Rate	FY 2001 Estimate Amount
Chief Master Sergeant	115	15,275	1,757	113	15,701	1,774	105	15,701	1,649
Senior Master Sergeant	298	14,485	4,317	293	14,889	4,363	273	14,889	4,065
Master Sergeant	1,303	14,018	18,265	1,244	14,409	17,925	1,178	14,409	16,974
Technical Sergeant	1,771	13,261	23,485	1,853	13,631	25,258	1,830	13,631	24,944
Staff Sergeant	2,791	12,503	34,896	2,744	12,851	35,264	2,883	12,851	37,051
Sergeant	1,577	11,808	18,621	1,532	12,137	18,594	1,571	12,137	19,067
Airman First Class	473	12,200	5,771	488	12,540	6,120	491	12,540	6,157
Airman	116	12,145	1,409	97	12,483	1,211	92	12,483	1,148
Airman Basic	4	10,940	44	4	11,245	45	4	11,245	45
Subtotal with Dependents	8,448		$108,565	8,368		$110,554	8,427		$111,100

Without Dependents

Grade	FY 1999 Actual Workyears	FY 1999 Actual Average Rate	FY 1999 Actual Amount	FY 2000 Estimate Workyears	FY 2000 Estimate Average Rate	FY 2000 Estimate Amount	FY 2001 Estimate Workyears	FY 2001 Estimate Average Rate	FY 2001 Estimate Amount
Chief Master Sergeant	35	12,451	436	29	12,799	371	28	12,799	358
Senior Master Sergeant	67	10,945	733	56	11,250	630	53	11,250	596
Master Sergeant	428	10,640	4,554	379	10,936	4,145	360	10,936	3,937
Technical Sergeant	867	10,274	8,908	907	10,560	9,578	865	10,560	9,135
Staff Sergeant	2,370	9,698	22,984	2,363	9,968	23,555	2,261	9,968	22,539
Sergeant	2,403	8,477	20,370	2,382	8,713	20,754	2,177	8,713	18,968
Airman First Class	456	7,883	3,595	479	8,102	3,881	428	8,102	3,468
Airman	52	8,233	428	43	8,463	364	41	8,463	347
Airman Basic	4	4,890	20	4	5,027	20	4	5,027	20
Subtotal without Dependents	6,682		$62,028	6,642		$63,298	6,217		$59,368
TOTAL BASIC ALLOWANCE FOR HOUSING (OVERSEA			$170,593			$173,852			$170,468

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 1999 Actual	$218,54
FY 2000 Estimate	$207,81
FY 2001 Estimate	$208,75

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Station Allowances, Overseas consists of: (a) cost of living allowance (COLA), (b) temporary lodging allowance (TLA), and (c) moving-in housing allowance (MIHA). The Overseas Housing Allowance (OHA) consists of the difference between the Basic Allowance for housing and the applicable housing costs in the overseas area where members are stationed. The FY 1998 NDAA merged all housing allowances, including OHA, into BAH effective 1 Jan 98.

TLA covers the off-base housing (hotels) costs for military members permanently relocating in or out of an overseas location. MIHA is intended to offset initial costs such as rent deposits, electrical current transformers and other overseas unique initial housing costs. The number of personnel entitled to an overseas station allowance is based on historical data adjusted for known changes in each type of allowance. Beginning in FY 1997 the Military Personnel appropriation rejoined the Foreign Currency Fluctuation Account (Defense).

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

(Amount in Thousands)

STATION ALLOWANCES, OVERSEAS - ENLISTED

Cost of Living

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Grade	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Chief Master Sergeant	595	4,793	2,852	576	4,519	2,603	580	4,519	2,621
Senior Master Sergeant	1,282	4,455	5,711	1,230	4,293	5,281	1,238	4,293	5,315
Master Sergeant	6,245	4,168	26,027	5,908	4,000	23,635	5,948	4,000	23,795
Technical Sergeant	8,751	3,730	32,641	8,700	3,557	30,946	8,760	3,557	31,159
Staff Sergeant	16,599	3,339	55,430	16,453	3,194	52,543	16,565	3,194	52,901
Sergeant	16,216	2,515	40,790	15,830	2,417	38,254	15,938	2,417	38,515
Airman First Class	8,010	2,015	16,138	8,577	1,941	16,651	8,636	1,941	16,765
Airman	2,569	1,786	4,588	2,161	1,619	3,498	2,175	1,619	3,521
Airman Basic	269	1,384	372	262	1,469	385	264	1,469	388
Subtotal Cost of Living	60,536		$184,549	59,697		$173,796	60,104		$174,980

	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
Temporary Lodging Allowance	56,520	515	29,107	55,742	520	28,979	54,401	527	28,671
Moving-In Housing Allowance	8,649	565	4,890	8,530	591	5,040	8,309	614	5,104
TOTAL STATION ALLOWANCES, OVERSEAS			$218,546			$207,815			$208,755

(Amount in Thousands)

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

FY 1999 Actual	$593
FY 2000 Estimate	$589
FY 2001 Estimate	$597

PART I - PURPOSE AND SCOPE

In the Fiscal Year 1995 DoD Authorization Act, Congress approved the payment of a COLA to soldiers assigned to high cost areas in CONUS.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Details of the computation are shown below:

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Workyears	Avg Rate	Amount	Workyears	Avg Rate	Amount	Workyears	Avg Rate	Amount
CONUS COLA	1,816	326.28	$593	1,793	328.73	$589	1,790	333.25	$597

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - ENLISTED

FY 1999 Actual	$111,179
FY 2000 Estimate	$123,307
FY 2001 Estimate	$125,326

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. This project includes:

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

Both basic and standard replacement allowances are cash payments. Effective October 1, 1985, all replacement allowances are paid annually.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The computation of requirements is provided in the following table:

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

Initial Allowances	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount	Payments	Statutory Rate	Amount
Military Clothing									
Civilian Life (Male)	23,925	905.85	21,672	25,192	986.50	24,852	25,192	1,001.30	25,225
Civilian Life (Female)	8,743	1,113.01	9,731	9,408	1,190.23	11,198	9,408	1,208.08	11,366
Officer Tng School (Male)	556	706.20	393	824	713.26	588	1,182	723.96	856
Officer Tng School (Female)	160	912.86	146	145	921.99	134	221	935.82	207
AF Academy Prep (Male)	151	755.10	114	155	762.65	118	155	774.09	120
AF Academy Prep (Female)	25	779.94	19	25	787.74	20	25	799.56	20
Subtotal Military Clothing			$32,075			$36,910			$37,794
Civilian Clothing									
Initial	1,131	776.00	878	1,117	787.65	880	1,115	799.46	891
Continuing	589	258.67	152	581	262.55	153	581	265.18	154
TDY	1,752	517.33	906	1,730	525.10	908	1,727	530.34	916
Subtotal Civilian Clothing			$1,936			$1,941			$1,961
TOTAL INITIAL ALLOWANCES			$34,011			$38,851			$39,755

(Amount in Thousands)

CLOTHING ALLOWANCES - ENLISTED

Maintenance Allowance	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
		Statutory			Statutory			Statutory	
Military Clothing	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Airmen (Male)	57,543	187.20	10,772	60,590	205.20	12,433	60,590	208.28	12,620
Airmen (Female)	20,450	212.40	4,344	22,005	230.40	5,070	22,005	233.86	5,146
Subtotal			$15,116			$17,503			$17,766
Standard Maintenance Allowance									
Military Clothing (37th Month)									
Airmen (Male)	185,757	266.40	49,486	183,387	291.60	53,476	183,130	295.97	54,202
Airmen (Female)	35,010	302.40	10,587	34,563	331.20	11,447	34,515	336.17	11,603
Subtotal			$60,073			$64,923			$65,805
Supplemental Maint. Allow.	8,567	231.00	1,979	8,458	240.00	2,030	8,446	236.81	2,000
TOTAL CLOTHING ALLOWANCE			$111,179			$123,307			$125,326

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED		
	FY 1999 Actual	$18,314
	FY 2000 Estimate	$18,183
	FY 2001 Estimate	$12,693

PART I - PURPOSE AND SCOPE

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

(1) Members are entitled to FSA I when travel of dependents to overseas duty station is not authorized and the member maintains two homes, one in the continental United States (CONUS) for his family and one overseas.

(2) FSA II is payable when a member with dependents makes a permanent change of station or is on temporary duty travel for 30 consecutive days or more either in CONUS or overseas and the travel of dependents to his duty station is not authorized and dependents do not reside at or near the duty station.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Allowances for family separation payments are determined by multiplying the number of personnel eligible for each type of family separation allowance by the applicable statutory rate. The FY 2001 budget reflects the transfer of cost for contingency operations in the Southwest to the Overseas Contingency Operations Transfer Fund (OCOTF)

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

(Amount in Thousands)

FAMILY SEPARATION ALLOWANCES - ENLISTED

PCS Overseas with Dependents not Authorized and Maintain Two Homes

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Grade	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount	Workyears	Statutory Rate	Amount
Chief Master Sergeant	5	6,341.40	32	5	6,540.36	33	5	6,770.76	34
Senior Master Sergeant	24	5,264.16	126	24	5,863.56	141	23	6,215.40	143
Master Sergeant	119	4,971.60	592	114	5,128.20	585	113	5,309.16	600
Technical Sergeant	161	4,500.00	725	168	4,642.20	780	175	4,806.00	841
Staff Sergeant	160	4,150.80	664	157	4,281.36	672	161	4,432.56	714
Sergeant	63	3,611.76	228	61	3,724.20	227	60	3,855.60	231
Airman First Class	9	3,540.60	32	9	3,652.20	33	9	3,780.96	34
Airman	2	2,876.40	6	2	2,966.40	6	2	3,070.80	6
Airman Basic	0	2,565.96	0	0	2,647.80	0	0	2,741.40	0
Subtotal	543		$2,405	540		$2,477	548		$2,603
PCS CONUS or Overseas with dependents not authorized	5,328	1,200.00	$6,394	5,260	1,200.00	$6,312	5,253	1,200.00	$6,304
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	7,929	1,200.00	$9,515	7,828	1,200.00	$9,394	3,155	1,200.00	$3,786
TOTAL FAMILY SEPARATION ALLOWANCE			$18,314			$18,183			$12,693

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 1999 Actual	$68,659
FY 2000 Estimate	$73,079
FY 2001 Estimate	$97,901

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted personnel for:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave is accrued leave earned by an active duty member. Payments are paid to members to compensate for the accrued leave at the time of retirement or separation. Also, members reenlisting on their date of separation have the option to receive pay for all or a portion of their accrued leave. The total requirement for separation payments is determined by multiplying the projected number of payments by the estimated average cost per payment. For leave accumulated prior to September 1976 and retained throughout a member's career, payments include basic pay, $1.25 per day quarters allowance to members in pay grade E-5 through E-9 with dependents, and $.70 per day to all members for subsistence. For leave accumulated after September 1, 1976, the rate payable is basic pay only. Leave payments will not exceed a career total of 60 days.

Severance pay for disability is computed at two months basic pay at the grade held at time of discharge multiplied by the number of years active service, but not more than 12 years. In addition, Title 10, Section 1174 of the United States Code was amended to authorize payment of separation pay to Enlisted members who are discharged involuntarily or denied reenlistment who have completed six or more, but less than 20 years of active service immediately before that discharge. Enlisted separation pay is calculated by multiplying a members' basic pay rate for a specified number of months times years of service times a specific percent based on the separation criteria.

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

The FY 2000 National Defense Authorization Act approves the $30,000 Lump Sum Bonus program for retiring members who elect to remain under the reduced 40 percent "Redux" retirement plan.

(Amount in Thousands)

SEPARATION PAYMENTS - ENLISTED

Lump Sum Terminal Leave Payments

	FY 1999 Actual				FY 2000 Estimate				FY 2001 Estimate			
Grade	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount	Payments	Days	Average Rate	Amount
Chief Master Sergeant	357	10.0	1,139.89	407	371	10.0	1,187.37	441	415	10.0	1,218.60	506
Senior Master Sergean	713	11.0	1,037.61	740	743	11.0	1,082.27	804	825	11.0	1,107.04	913
Master Sergeant	3,285	12.5	1,000.82	3,288	3,425	12.5	1,043.82	3,575	3,778	12.5	1,069.17	4,039
Technical Sergeant	3,029	16.8	1,154.42	3,497	3,151	16.8	1,203.80	3,793	3,368	16.8	1,237.85	4,169
Staff Sergeant	5,110	19.3	1,097.20	5,607	5,074	19.3	1,156.12	5,866	5,033	19.3	1,223.94	6,160
Sergeant	11,729	11.1	506.51	5,941	11,002	11.1	530.74	5,839	10,514	11.1	557.67	5,863
Airman First Class	2,614	16.9	632.09	1,652	2,438	16.9	655.71	1,599	2,327	16.9	683.53	1,591
Airman	1,579	16.8	586.41	926	1,473	16.8	607.52	895	1,403	16.8	631.63	886
Airman Basic	1,964	14.5	419.49	824	1,829	14.5	434.59	795	1,742	14.5	451.83	787
Subtotal LSTL	30,380			$22,882	29,506			$23,607	29,405			$24,914
Separation Pay												
Disability	798		17,798.97	14,204	798		18,653.32	14,885	798		19,343.49	15,436
Severance Pay, Non Di												
Invol-Half Pay 5%	500		9,124.00	4,562	500		8,766.00	4,383	700		9,917.14	6,942
Invol-Half Pay 10%	1,100		16,445.45	18,090	1,100		17,166.36	18,883	1,100		19,170.91	21,088
SSB	0		0.00	0	0		0.00	0	0		0.00	0
VSI*	0		0.00	0	0		0.00	0	0		0.00	0
VSI Trust Fund**				8,921				11,321				3,021
15 Year Retirement	0		0.00	0	0		0.00	0	0		0.00	0
Subtotal Separation Pay				$45,777				$49,472				$46,487
$30,000 Lump Sum Bonus				0				0	1			$26,500
TOTAL SEPARATION PAYMENTS				$68,659				$73,079				$97,901

(Amount in Thousands)

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

FY 1999 Actual	$503,330
FY 2000 Estimate	$451,985
FY 2001 Estimate	$476,510

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Calendar Year 1999 - 7.65% on first $72,600
Calendar Year 2000 - 7.65% on first $73,800
Calendar Year 2001 - 7.65% on first $76,200

Funding for FY 1999 includes employer's contribution to Social Security for which military members receive wage credit but no social security tax (i.e., quarters and subsistence allowances). DoD makes direct payments to the Social Security Trust Funds based on Health and Human Services (HHS) estimates to cover the cost of these additional credits. To recognize service members full Social Security eligibility, service members' reported wages were increased and the "taxes" related to this increase were paid into the Social Security Trust Fund by DoD. However, the realized benefit of the wage credits is minimal. Since only the highest 35 years of earnings are counted in determining SS benefits, service members, who do not continue to retirement (83 percent of service members), would generally have 35 years of earnings without considering military service. Any military earnings that do count in the 35 year period would be modest compared to more recent earnings and would have almost no influence on SS benefits. Therefore, the Department has proposed to eliminate the military wage credit to allow these funds to be reapplied to other high priority initiatives with minimal impact on a former service member's future overall retirement benefit.

Details of the computations are shown below:

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Enlisted	291,509	1,518.79	442,742	287,790	1,570.54	451,985	287,387	1,658.08	476,510
Wage Credit			60,588			0			0
TOTAL SOCIAL SECURITY TAX			$503,330			$451,985			$476,510

PAY & ALLOWANCES OF CADETS

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

3. Pay and Allowances of Cadets

FY 2000 Direct Program			$38,426
Increases:			
Basic Pay		660	
- Change in the number of workyears	660		
Subsistence		90	
- Rate increase ($5.35 to $5.45 per day)	90		
Total Increases			750
Decreases:			
FICA		-683	
- Balancing adjustment for FY00 NDAA end strength measurement timing	-683		
Total Decreases			-683
FY 2001 Direct Program			$38,493

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 1999 Actual	$37,459
FY 2000 Estimate	$38,426
FY 2001 Estimate	$38,493

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by applying statutory rates to the projected workyears. The FY00 National Defense Authorization Act (Sec. 531) requires cadet strength limitations to be measured annually as of the day before graduation verses the end of the fiscal year. This measurement shift drives a programmatic increase, which the Air Force will source in execution. The shortfall of $0.516M and $1.237M are reflected in the FICA line for FY2000 in FY2001 respectively in an effort to contain the impact to one area. Subsistence rates are $5.25 per day for FY 1999, $5.35 per day for FY 2000, and $5.45 per day for FY 2001. The FY99 National Defense Authorization Act (Sec. 602) increased Cadet pay from 558.04 to $600.00 per month beginning on 1 Jan 1999.

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	~~Workyears~~	Average ~~Rate~~	~~Amount~~	~~Workyears~~	Average ~~Rate~~	~~Amount~~	~~Workyears~~	Average ~~Rate~~	~~Amount~~
~~Basic Pay~~	3,931	7,074.12	$27,808	4,011	7,200.00	$28,879	4,079	7,200.00	$29,369
~~Subsistence~~	3,931	1,916.25	$7,533	4,011	1,958.10	$7,854	4,079	1,989.25	$8,114
~~Social Security Tax (Employer's Contribution)~~			$2,118			$1,693			$1,010
Total Academy Cadets			$37,459			$38,426			$38,493

SUBSISTENCE OF ENLISTED PERSONNEL

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

4. Subsistence of Enlisted Personnel

FY 2000 Direct Program			$770,609
~~Increases:~~			
Basic Allowance for Subsistence (BAS)		4,930	
- 1 Jan 01 1.0% BAS raise	5,042		
- Annualization of 1 Jan 00 1.0% BAS raise	1,676		
- Increase in Partial BAS rate	613		
- Decrease in workyears	-2,401		
Subsistence-In-Kind (SIK)		271	
- Increase for inflation (1.5 percent)	1,248		
- Increase in Operational Rations - Project Warrior and Unitized Group Rations (UGRs)	274		
- Decrease in meals served (Subsistence in Mess, Special Rations, Augmentation Rations)	-1,251		
Total Increases			5,201
FY 2001 Direct Program			$775,810

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE		
	FY1999 Actual	$689,463
	FY2000 Estimate	$686,462
	FY2001 Estimate	$691,392

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) augmentation of subsistence allowance for meals taken separately is authorized; and (5) partial allowance for members subsisted-in-kind.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The requirement includes the following rate increase assumptions: 1.0 percent effective 1 Jan 2000; and1.0 percent effective 1 Jan 2001.

Beginning 1 Jan 1998, BAS reform initiated a Partial BAS payment. Partial BAS is a cost neutral effort to eventually compensate enlisted members receiving subsistence-in-kind to the same level as enlisted members receiving BAS. BAS reform limits the growth of BAS to one percent per year in order to allow the Department to fund Partial BAS with the difference between the annual Basic Pay raise and the reduced BAS pay raise. Projected food cost growth will allow the U.S. Department of Agriculture (USDA) food plans to catch-up with the BAS payment in approximately three years at which time all enlisted personnel will be entitled to a full BAS payment.

(Amount in Thousands)

BASIC ALLOWANCE FOR SUBSISTENCE

	FY1999 Actual			FY2000 Estimate			FY2001 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
When Authorized to Mess Separately	189,780	2,731.06	518,302	186,326	2,766.92	515,550	186,086	2,788.54	518,910
Leave Rations	25,680	2,731.06	70,134	25,015	2,766.92	69,214	24,980	2,788.54	69,657
When Rations-In-Kind Not Available	25,058	3,080.60	77,192	24,400	3,119.58	76,118	24,366	3,142.17	76,562
Augmentation for Separate Meals	4,691	2,768.47	12,985	4,293	2,806.07	12,046	4,287	2,826.39	12,116
Partial BAS	42,531	255.11	10,850	43,764	309.26	13,534	43,676	323.90	14,147
Total	287,740		$689,463	283,798		$686,462	283,395		$691,392

(Amount in Thousands)

PROJECT: SUBSISTENCE-IN-KIND

FY1999 Actual	$104,068
FY2000 Estimate	$110,179
FY2001 Estimate	$110,450

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

SIK costs for active duty enlisted personnel not receiving an allowance for subsistence is computed by multiplying the basic daily food allowance (BDFA) by the estimated number of users. The BDFA , which represents the cost of meals for one person for one day, is based on actual experience. Funding requirements include an inflationary adjustment of 1.0 percent in FY 2000; and 1.5 percent in FY 2001. Other SIK elements are computed at the contract rate per unit.

Defense Supply Center- Philadelphia (DSCP) surcharges increased substantially since FY 1996 creating significant unfunded costs in the SIK budgets. Air Force has absorbed these increases by deferring the purchase of operational replacement rations wherever possible. However, operational rations for FY 1999, 2000 and 2001 include requirements for heat and serve Unitized Group Rations (UGRs) in support of the Expeditionary Aerospace Forces (EAFs). Additionally, MRE's will be required to start-up the Warrior Week program beginning in FY 2000 for Basic Military Training (BMT). The Warrior Week concept will provide a training experience that exposes recruits to field encampments and familiarizes them with EAF concepts.

Force Structure Summary

Subsistence-in-Kind	FY1999	FY2000	FY2001
Average Enlisted Strength	291,509	287,790	287,387
Members Receiving BAS	245,209	240,034	239,719
Total Enlisted Eligible to be Subsisted	46,300	47,756	47,668
Total Enlisted Electing to be Subsisted	33,998	32,709	32,350
Others to be Subsisted	5,243	5,176	5,103
Total to be Subsisted	39,241	37,885	37,453

(Amount in Thousands)

SUBSISTENCE-IN-KIND

Subsistence in Mess

	FY1999 Actual				FY2000 Estimate				FY2001 Estimate			
	Number	Daily Rate	Annual Rate	Amount	Number	Daily Rate	Annual Rate	Amount	Number	Daily Rate	Annual Rate	Amount
CONUS												
Air Force	25,218	6.09	2,222.85	56,056	24,040	6.15	2,250.90	54,112	23,806	6.24	2,277.60	54,219
Others	4,746	6.09	2,222.85	10,549	4,685	6.15	2,250.90	10,545	4,619	6.24	2,277.60	10,520
Overseas												
Air Force	8,780	6.46	2,357.90	20,702	8,668	6.52	2,386.32	20,685	8,546	6.62	2,416.30	20,648
Others	498	6.46	2,357.90	1,173	491	6.52	2,386.32	1,172	484	6.62	2,416.30	1,169
Subtotal Subsistence in Mess	39,241			$88,480	37,884			$86,514	37,454			$86,556
Special Rations												
CONUS	2,195,161		2.56	5,620	2,067,156		2.59	5,354	2,014,121		2.62	5,277
Overseas	903,961		3.39	3,064	740,626		3.42	2,533	739,377		3.48	2,573
Subtotal Special Rations	3,099,122			$8,684	2,807,782			$7,887	2,753,498			$7,850

(Amount in Thousands)

SUBSISTENCE-IN-KIND

Subsistence in Mess

	FY1999 Actual				FY2000 Estimate				FY2001 Estimate			
	Number	Daily Rate	Annual Rate	Amount	Number	Daily Rate	Annual Rate	Amount	Number	Daily Rate	Annual Rate	Amount
Operational Rations												
Meals Ready to Eat - Cases	20,480		72.08	1,476	129,000		74.09	9,558	129,500		73.89	9,569
Unitized Group Rations	0		235.11	0	3,860		233.19	900	4,860		236.75	1,151
B Rations (Meals)				0				0				0
Misc (Tray Pack/Food Packets)				0				0				0
Subtotal Operational Rations				$1,476				$10,458	134,360			$10,720
Augmentation Rations	Number		Rate	Amount	Number		Rate	Amount	Number		Rate	Amount
Supplemental	759,984		5.91	4,492	734,736		5.97	4,386	724,347		6.06	4,390
Missile Crew	141,849		4.62	655	140,039		4.67	654	138,059		4.74	654
Combat Alert	68,520		4.10	281	67,646		4.14	280	66,689		4.20	280
Subtotal Augmentation Rations				$5,428				$5,320				$5,324
Total SIK				$104,068				$110,179				$110,450

PERMANENT CHANGE OF STATION TRAVEL

SCHEDULE OF INCREASES AND DECREASES
(In Thousands of Dollars)

5. Permanent Change of Station Travel

FY 2000 Direct Program		$899,145
Increases		
Inflation	12,202	
Program/Move Changes	1,379	
- Increase in number of accession moves.		
Total Increases		13,581
Decreases:		
Program/Move Changes	-40,707	
- Decrease in number of operational, rotational, unit and separation moves		
Decrease in number of DLA payments	-1,823	
Reimbursements	-66	
- Increase in moves to support agencies		
Total Decreases		-42,596
FY 2001 Direct Program		$870,130

PURPOSE AND SCOPE

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

PROGRAM AND PRICE CHANGES

1. Program Changes:

The Air Force has reduced its operational, rotational, separation, and unit moves by 15 percent from FY 1995 through FY 1999 as compared to an end strength reduction of 8 percent. This demonstrates an Air Force commitment to force stability and management oversight of the assignment system. We expect training moves to remain relatively stable throughout the budget period. FY 1999 contingency requirements engendered a number of delayed PCS moves resulting in a budget surplus of $30 million dollars from the amount appropriated. The FY 1999 delays produce a rippling effect whereby the FY 2000 total moves will be higher than anticipated, while the total FY 2001 moves are expected to be lower than programmed earlier. Some dollar increases are related to legislative initiatives focused on improving the military members' and their families' quality of life. They include: (1) providing temporary lodging expense (TLE) for first-term enlisted members when traveling to their first permanent duty station since they experience the same cost hardships on initial moves as they would on subsequent moves; and (2) providing dislocation allowance (DLA) for members without dependents moving into government quarters since they experience the same expenses as members with dependents moving into government family quarters. Additionally, overseas tour extension incentive program (OTEIP) entitlements pay up to $2,000 per year for enlisted members at remote sites and in critical skills overseas and in February 1998, do-It-yourself (DITY) move reimbursements were increased from 80 percent to 95 percent. The Global POV contract, let November 1998, is a result of household goods reengineering and improved quality of life for service members as a part of the Defense Reform Initiative. MTMC rates increased the service's requirements and changed the requirements from Military Sealift Command and port handling charges to a single Global POV cost.

2. Price Changes:

Inflation rate adjustments are included through FY 2001. Increases to the Basic Allowance for Housing table impact the dislocation allowance entitlement.

(Amount in Thousands)

SUMMARY OF MOVE REQUIREMENTS

Travel of Military Member	FY 1999 Actual		FY 2000 Estimate		FY 2001 Estimate	
	Number	Amount *	Number	Amount *	Number	Amount *
Accession Travel	41,150	$53,416	43,324	$58,021	44,061	$59,407
Training Travel	10,450	56,317	10,450	57,523	10,450	58,707
Operational Travel Between Duty Stations	19,100	140,823	19,518	146,525	18,508	142,829
Rotational Travel To and From Overseas	46,456	422,291	47,548	448,046	45,900	440,651
Separation Travel	46,923	109,000	44,577	104,972	43,625	103,090
Travel of Organized Units	1,310	7,174	3,473	20,786	1,048	5,963
Nontemporary Storage *		21,649		22,987		21,363
Temporary Lodging Expense *		36,152		38,682		36,712
TERA	147	827	500	2,856	470	2,727
Total Obligations		$847,649		$900,398		$871,449
Less Reimbursements		-1,288		-1,253		-1,319
Total Direct Program		$846,361		$899,145		$870,130

*NOTE: Nontemporary Storage (NTS) and Temporary Lodging Expense (TLE) are displayed as separate categories. NTS and TLE amounts are merged with travel type in detailed pages.

(Amount in Thousands)

SUMMARY OF REQUIREMENTS BY TYPES OF COST

	FY 1999 Actual		FY 2000 Estimate		FY 2001 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Travel of Military Member						
Mileage and Per Diem	121,639	$83,312	124,214	$87,054	120,480	$85,647
AMC	31,796	27,122	32,469	28,340	31,451	27,882
Commercial Air	11,954	11,555	12,207	12,074	11,824	11,879
Travel of Family Members (Family)						
Mileage and Per Diem	66,069	44,933	66,692	46,351	64,185	45,275
AMC	31,441	29,211	31,738	30,132	30,545	29,433
Commercial Air	11,190	12,416	11,296	12,808	10,871	12,511
Transportation of Household Goods						
M Tons - MSC	30,577	4,623	31,463	4,821	29,951	4,642
S Tons - AMC	9,389	37,500	9,661	39,106	9,196	43,288
Land Shipment, CONUS & Overseas	49,665	329,760	51,104	343,891	48,647	325,478
ITGBL	19,679	86,851	20,249	90,572	19,275	87,206
Dislocation Allowance	61,559	92,757	64,352	101,038	60,392	99,215
Trailer Allowance	1,228	2,543	1,256	2,646	1,179	2,518
Transportation of POVs	14,777	24,931	15,252	35,502	14,739	34,170
Port Handling Charges		1,502		1,530		1,495
Nontemporary Storage		21,649		22,987		21,363
Temporary Lodging Expense		36,152		38,682		36,712
TERA	147	827	500	2,856	470	2,727
Total Obligations		$847,649		$900,398		$871,449
Less Reimbursements		-1,288		-1,253		-1,319
Total Direct Program		$846,361		$899,145		$870,130

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL		
	FY 1999 Actual	$55,453
	FY 2000 Estimate	$60,208
	FY 2001 Estimate	$61,671

PART I - PURPOSE AND SCOPE

Funds provide for:

PCS movements of (I) officers appointed to a commissioned grade from civilian life, military academies, Air Force Reserves (AFRES), Reserve Officer Training Corps (ROTC), and Air National Guard (ANG) officers called or recalled to extended active duty from home or point where orders were received to first permanent duty station or training school of 20 weeks or more duration and (2) officers appointed or recalled from enlisted status from station where they served as enlisted to new permanent duty station or training school of 20 weeks or more duration. Includes officers appointed from enlisted status upon graduation from Officer Training School (OTS).

PCS movements of (I) enlistees, reenlistees and prior service personnel from recruiting station or place of enlistment to first permanent duty station or training school of 20 weeks or more duration and (2) recalled enlisted reservists from home to first permanent duty station or training school of 20 weeks or more in duration.

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for accession travel cover the PCS movement of members entering active duty. The PCS requirements for accession travel are directly related to officer, enlisted and cadet gains as reflected in the Air Force personnel programs. These gains are required to meet planned Air Force manpower levels. This category of move results primarily from approved end strengths and separation/retirements from the Air Force; consequently, adjustments in accession travel can only be accommodated via adjustments in officer, enlisted or cadet strengths. Officer accessions include academy graduates, ROTC, medical officers, judge advocate general officers, chaplains, reserve officers and OTS graduates. Enlisted accessions include prior and non-prior service personnel, recalled reserves, USAF Preparatory School, and Officer Training School.

Air Force's recruiting initiative drives an upward trend in accession moves between FY 1999 and FY 2001. In order to meet end strength goals and to maintain our baseline force structure, this trend is expected to continue into the outyears.

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

(Amount in Thousands)

ACCESSION TRAVEL

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer Accession Travel									
(1) Member Travel	5,162	502.16	$2,592	5,540	509.69	$2,824	5,881	517.85	$3,045
(2) Family Member Travel	2,179	452.19	985	2,339	458.97	1,074	2,483	466.32	1,158
(3) Trans of Household Goods									
(a) Land & ITGBL	3,766	3,179.23	11,973	4,042	3,226.92	13,043	4,291	3,278.55	14,068
(b) Overseas	325	914.95	297	349	928.67	324	370	943.53	349
(4) Trailer Allowance	21	1,563.28	33	23	1,586.73	36	24	1,612.12	39
(5) POV									
(a) MSC	202	1,004.90	203						
(b) Port Handling (M Tons)	202	169.36	34						
(c) Global POV				212	2,327.70	493	231	1,221.75	282
(6) Port Handling (HHGS)	413	30.06	12	443	30.51	14	471	31.00	15
(7) Non-Temporary Storage			357			389			420
Subtotal Officer Accession Travel			$16,486			$18,197			$19,376

(Amount in Thousands)

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted Accession Travel									
(1) Member Travel	34,634	636.81	22,055	36,501	646.36	23,593	36,897	656.70	24,230
(2) Family Member Travel	8,923	235.66	2,103	9,404	239.19	2,249	9,506	243.02	2,310
(3) Trans of Household Goods									
(a) Land & ITGBL	4,190	2,691.55	11,278	4,416	2,731.92	12,064	4,464	2,691.55	12,015
(b) Overseas	5,282	140.70	743	5,567	142.81	795	5,627	140.70	792
(4) Trailer Allowance	16	1,945.00	31	17	1,974.18	34	17	2,005.76	34
(5) POV									
(a) MSC	377	1,028.94	388						
(b) Port Handling (M Tons)	377	151.63	57						
(c) Global POV				373	2,327.70	868	367	1,221.75	448
(6) Port Handling (HHGS)	751	31.28	23	791	31.75	25	800	32.26	26
(7) Non-Temporary Storage			1,682			1,799			1,848
Subtotal Enlisted Accession Travel			$38,360			$41,427			$41,703
Cadet Accession Travel	1,354	448.56	$607	1,283	455.29	$584	1,283	462.57	$593
Total Accession Travel			$55,453			$60,208			$61,671
Accession Moves									
Officer	5,162			5,540			5,881		
Enlisted	34,634			36,501			36,897		
Cadets	1,354			1,283			1,283		
Total Accession Moves	41,150			43,324			44,061		

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 1999 Actual	$61,911
FY 2000 Estimate	$63,202
FY 2001 Estimate	$64,474

PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

(1) Officers and enlisted personnel from previous permanent duty stations to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction for a 20-week period or more.

(2) Officers and enlisted school graduates and eliminees from school to their next permanent CONUS duty station excluding Academy, OTS, flying training, and ROTC graduates.

(3) Enlisted personnel ordered to training leading to a commission.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for training travel cover PCS requirements for officer and enlisted personnel engaged in Air Force and outside agency training programs. The PCS requirements for training travel are the direct result of Air Force training programs covering technical training, career training and flying training. These types of training are required to maintain the skill level and educational requirements necessary to fulfill the Air Force mission. Adjustments in training travel are directly responsive to training programs that generate the move requirements. This category of travel contains basic and advanced technical training, retraining, professional military education (e.g., Air War, National War and Industrial Colleges, Medical Training, Air Force Institute of Technology) and undergraduate pilot and navigator training. Training requirements for pilots increase from FY 1997 to FY 1999, but are expected to stabilize through FY 2001.

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

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

(Amount in Thousands)

TRAINING TRAVEL

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer Training Travel									
(1) Member Travel	6,400	515.03	$3,296	6,400	522.76	$3,346	6,400	531.12	$3,399
(2) Family Member Travel	4,389	514.13	2,257	4,389	521.84	2,290	4,389	530.19	2,327
(3) Trans of Household Goods	6,400	5,137.91	32,883	6,400	5,214.98	33,376	6,400	5,298.42	33,910
(4) Dislocation Allowance	5,949	1,495.60	8,897	5,949	1,567.39	9,324	5,949	1,628.52	9,688
(5) Trailer Allowance	18	1,801.92	32	18	1,828.95	33	18	1,858.21	33
(6) Non-Temporary Storage			620			630			640
(7) Temporary Lodging Expense			2,920			2,964			3,009
Subtotal Officer Training Travel			$50,905			$51,963			$53,006
Enlisted Training Travel									
(1) Member Travel	4,050	358.15	$1,451	4,050	363.52	$1,472	4,050	369.34	$1,496
(2) Family Member Travel	1,607	295.21	474	1,607	299.64	482	1,607	304.43	489
(3) Trans of Household Goods	1,148	4,323.93	4,964	1,148	4,388.79	5,038	1,148	4,459.01	5,120
(4) Dislocation Allowance	1,798	1,131.17	2,034	1,798	1,185.47	2,131	1,798	1,231.70	2,215
(5) Trailer Allowance	12	2,463.01	30	12	2,499.96	30	12	2,539.95	30
(6) Non-Temporary Storage			122			125			127
(7) Temporary Lodging Expense			1,931			1,961			1,991
Subtotal Enlisted Training Travel			$11,006			$11,239			$11,468
Total Training Travel			$61,911			$63,202			$64,474
Training Moves									
Officer	6,400			6,400			6,400		
Enlisted	4,050			4,050			4,050		
Total Training Moves	10,450			10,450			10,450		

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

FY 1999 Actual	$151,412
FY 2000 Estimate	$157,509
FY 2001 Estimate	$153,638

PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

(Amount in Thousands)

OPERATIONAL TRAVEL

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer Operational Travel									
(1) Member Travel	8,921	670.32	$5,980	9,026	680.37	$6,141	8,805	691.26	$6,087
(2) Family Member Travel	7,550	555.59	4,195	7,639	563.92	4,308	7,452	572.95	4,270
(3) Trans of Household Goods	8,921	6,758.59	60,293	9,026	6,859.97	61,918	8,805	6,969.73	61,368
(4) Dislocation Allowance	8,286	1,829.24	15,157	8,384	1,917.04	16,072	8,178	1,991.81	16,289
(5) Trailer Allowance	89	1,641.25	146	90	1,665.87	150	88	1,692.52	149
(6) Non-Temporary Storage			698			717			719
(7) Temporary Lodging Expense			4,129			4,240			4,252
Subtotal Officer Operational Travel			$90,598			$93,546			$93,134
Enlisted Operational Travel									
(1) Member Travel	10,179	480.57	$4,892	10,492	487.78	$5,118	9,703	495.58	$4,809
(2) Family Member Travel	8,280	415.25	3,438	8,535	421.48	3,597	7,893	428.22	3,380
(3) Trans of Household Goods	10,179	3,504.08	35,668	10,492	3,556.64	37,316	9,703	3,613.55	35,062
(4) Dislocation Allowance	9,047	1,104.34	9,991	9,325	1,157.35	10,792	8,624	1,202.48	10,370
(5) Trailer Allowance	489	2,172.17	1,062	504	2,204.75	1,111	466	2,240.03	1,044
(6) Non-Temporary Storage			1,048			1,096			1,061
(7) Temporary Lodging Expense			4,715			4,933			4,778
Subtotal Enlisted Operational Travel			$60,814			$63,963			$60,504
Total Operational Travel			$151,412			$157,509			$153,638
Operational Moves									
Officer	8,921			9,026			8,805		
Enlisted	10,179			10,492			9,703		
Total Operational Moves	19,100			19,518			18,508		

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

FY 1999 Actual	$456,327
FY 2000 Estimate	$483,327
FY 2001 Estimate	$475,243

PART I - PURPOSE AND SCOPE

Funds to provide for the PCS movements of:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. FY 2000 increases are the result of delayed moves from FY 1999 as well as Air Force's continuing restructure and consolidation efforts in overseas locations and theater drawdown actions such as the withdrawal from Panama.

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

(Amount in Thousands)

ROTATIONAL TRAVEL

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer Rotational Travel									
(1) Member Travel	7,281	1,500.61	$10,926	7,299	1,523.12	$11,117	7,025	1,547.49	$10,871
(2) Family Member Travel	5,579	2,479.92	13,835	5,593	2,517.12	14,078	5,383	2,557.39	13,766
(3) Trans of Household Goods									
(a) Land & ITGBL	9,059	4,887.75	44,278	9,081	4,961.07	45,051	8,740	5,040.44	44,053
(b) Overseas			11,027			11,220			10,972
(4) Dislocation Allowance	6,550	1,934.29	12,670	6,566	2,027.14	13,310	6,320	2,106.19	13,311
(5) Trailer Allowance	88	3,181.45	280	88	3,229.17	284	85	3,355.11	285
(6) POV									
(a) MSC	3,057	1,976.91	6,043	0	-	0	0	-	0
(b) Port Handling (M Tons)	3,057	302.22	924	0	-	0	0	-	0
(c) Global POV				3,049	2,327.70	7,097	2,935	2,364.94	6,941
(7) Port Handling (HHGS)	11,563	48.75	564	11,592	49.48	574	11,157	50.27	561
(8) Non-Temporary Storage			4,934			5,020			4,909
(9) Temporary Lodging Expenses			3,370			3,429			3,353
Subtotal Officer Rotational Travel			$108,851			$111,181			$109,022

(Amount in Thousands)

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted Rotational Travel									
(1) Member Travel	39,175	1,387.28	$54,347	40,249	1,408.09	$56,674	38,875	1,430.62	$55,615
(2) Family Member Travel	27,955	1,625.61	45,444	28,721	1,649.99	47,389	27,741	1,676.39	46,505
(3) Trans of Household Goods									
(a) Land & ITGBL	37,753	3,491.79	131,826	38,788	3,544.17	137,471	37,464	3,600.87	134,903
(b) Overseas			30,954			32,280			31,677
(4) Dislocation Allowance	29,014	1,482.51	43,014	29,809	1,553.67	46,313	28,791	1,614.26	46,476
(5) Trailer Allowance	91	2,271.43	207	93	2,305.50	214	90	2,342.39	211
(6) POV									
(a) MSC	9,870	1,384.51	13,665						
(b) Port Handling (M Tons)	9,870	164.40	1,623						
(c) Global POV				10,430	2,327.70	24,278	10,074	2,364.94	23,823
(7) Port Handling (HHGS)	27,943	23.69	662	28,709	24.05	690	27,729	24.43	676
(8) Non-Temporary Storage			7,391			7,708			7,564
(9) Temporary Lodging Expenses			18,343			19,129			18,771
Subtotal Enlisted Rotational Travel			$347,476			$372,146			$366,221
Total Rotational Travel			$456,327			$483,327			$475,243
Rotational Moves									
Officer	7,281			7,299			7,025		
Enlisted	39,175			40,249			38,875		
Total Rotational Moves	46,456			47,548			45,900		

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL	FY 1999 Actual	$114,377
	FY 2000 Estimate	$112,070
	FY 2001 Estimate	$109,704

PART I - PURPOSE AND SCOPE

Funds provide for the PCS movements of:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for separation travel cover general separations and retirements from the Air Force. The PCS requirements for separation travel are based upon officer, enlisted and cadet losses as reflected in the Air Force personnel programs. Separation travel covers disability separations, honorable separations, enlisted personnel on expiration term of service and normal early releases, retirements, etc. Total estimated separation moves have increased as a result of management actions required to selectively reduce force structure.

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

The number of moves and fiscal year requirements are shown on the following pages. Dollars do not include funding for nontemporary storage since members are entitled to neither temporary lodging expenses nor dislocation allowances.

(Amount in Thousands)

SEPARATION TRAVEL

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer Separation Travel									
(1) Member Travel	6,589	253.65	$1,671	5,769	257.45	$1,485	4,800	261.57	$1,256
(2) Family Member Travel	5,300	484.83	2,570	4,640	492.10	2,283	3,861	499.98	1,930
(3) Trans of Household Goods									
(a) Land & ITGBL	3,652	4,919.13	17,965	3,198	4,992.92	15,967	2,660	5,072.80	13,496
(b) Overseas	1,148	688.39	790	1,005	698.72	702	836	709.90	594
(4) Trailer Allowance	26	2,348.84	61	23	2,384.07	55	19	2,422.22	46
(5) POV									
(a) MSC	371	1,346.28	499	0	-	0			
(b) Port Handling (M Tons)	371	232.61	86	0	-	0			
(c) Global POV				324	2,327.70	754	269	2,364.94	635
(6) Port Handling (HHGS)	2,394	39.04	93	2,096	39.63	83	1,744	40.26	70
(7) Non-Temporary Storage			2,172			1,930			1,632
Subtotal Officer Separation Travel			$25,907			$23,259			$19,659

(Amount in Thousands)

SEPARATION TRAVEL

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted Separation Travel									
(1) Member Travel	40,055	332.21	$13,307	38,359	337.19	$12,934	38,408	342.59	$13,158
(2) Family Member Travel	36,101	303.40	10,953	34,572	307.95	10,646	34,617	312.88	10,831
(3) Trans of Household Goods									
(a) Land & ITGBL	8,898	6,288.48	55,955	8,521	6,382.81	54,388	8,532	6,484.93	55,330
(b) Overseas	7,279	367.88	2,678	6,971	373.40	2,603	6,980	379.37	2,648
(4) Trailer Allowance	360	1,726.22	621	345	1,752.11	604	345	1,780.15	615
(5) POV									
(a) MSC	900	1,372.30	1,235	0	-	0			
(b) Port Handling (M Tons)	900	192.94	174	0	-	0			
(c) Global POV				864	2,327.70	2,011	863	2,365	2,041
(6) Port Handling (HHGS)	4,187	35.39	148	4,010	35.92	144	4,015	36.50	147
(7) Non-Temporary Storage			2,381			2,314			2,254
Subtotal Enlisted Separation Travel			$87,452			$85,644			$87,024
Cadet Separation Travel	279	683.26	$191	449	693.51	$311	417	704.61	$294
Subtotal Separation Travel			$113,550			$109,214			$106,977
TERA									
Officer	147	5,627.26	827	500	5,711.67	2,856	470	5,803.06	2,727
Enlisted	0	3,112.88	0	0	3,159.57	0	0	3,112.88	0
Subtotal TERA	147		$827	500		$2,856	470		$2,727
Total Separation Travel			$114,377			$112,070			$109,704
Separation Moves									
Officer	6,736			6,269			5,270		
Enlisted	40,055			38,359			38,408		
Cadets	279			449			417		
Total Separation Moves	47,070			45,077			44,095		

(Amount in Thousands)

PROJECT: ORGANIZED UNITS TRAVEL		
	FY 1999 Actual	$8,161
	FY 2000 Estimate	$24,070
	FY 2001 Estimate	$6,712

PART I - PURPOSE AND SCOPE

Funds provided for the CONUS or overseas movement of:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

The Air Force estimate of organized unit move requirements is based on the most comprehensive planning data available on the DOD regulation definition of a unit move and on historical program change request data. Anticipated moves are tracked throughout the operating and budget years since mission requirements dictate changes to the initial schedule. The estimated number of moves increase as more force structure actions occur, for example, base closure, unit realignments, public announcements, and internal Air Force restructure. The uncertainty surrounding areas such as the Quadrennial Defense Review plan, competition and privatization, and expeditionary aerospace force, makes this the most volatile category of the PCS budget.

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

(Amount in Thousands)

TRAVEL OF ORGANIZED UNITS

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer Unit Travel									
(1) Member Travel	69	684.57	$47	498	694.84	$346	55	705.96	$39
(2) Family Member Travel	58	524.50	30	419	532.37	223	46	540.89	25
(3) Trans of Household Goods									
(a) Land & ITGBL	69	6,744.84	465	498	6,846.01	3,409	55	6,955.55	383
(b) Overseas									
(4) Dislocation Allowance	68	1,732.65	118	491	1,815.82	891	54	1,886.63	102
(5) Non-Temporary Storage			155			1,042			117
(6) Temporary Lodging Expense			44			322			36
Subtotal Officer Unit Travel			$859			$6,234			$702
Enlisted Unit Travel									
(1) Member Travel	1,241	504.35	$626	2,975	511.92	$1,523	993	520.11	$516
(2) Family Member Travel	779	354.47	276	1,867	359.79	672	623	365.54	228
(3) Trans of Household Goods									
(a) Land & ITGBL	1,241	3,783.74	4,696	2,975	3,840.50	11,425	993	3,901.94	3,875
(b) Overseas									
(4) Dislocation Allowance	847	1,034.81	876	2,030	1,084.48	2,202	678	1,126.78	764
(5) Trailer Allowance	18	2,141.98	39	43	2,174.11	94	14	2,208.90	32
(6) Non-Temporary Storage			89			217			73
(7) Temporary Lodging Expense			700			1,703			522
Subtotal Enlisted Unit Travel			$7,302			$17,836			$6,010
Total Unit Travel			$8,161			$24,070			$6,712
Unit Travel Moves									
Officer	69			498			55		
Enlisted	1,241			2,975			993		
Total Unit Travel Moves	1,310			3,473			1,048		

OTHER MILITARY PERSONNEL COSTS

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

6. Other Military Personnel Costs

FY 2000 Estimate			$40,226
~~Increases:~~			
Special Compensation		3,100	
- Increase for new entitlement for certain disabled retirees	3,100		
Montgomery GI Bill		63	
- Revised amortization payment determined by the DoD Education Benefits Board of Actuaries. The Board analyzes the utilization of educational benefits on the DoD Education Benefits Trust Fund.	63		
Total Increases			3,163
~~Decreases:~~			
Unemployment Compensation		-3,069	
- The Department of Labor's economic assumptions reflective of our strong economy.	-3,069		
Survivors' Benefits		-116	
- Reduction based on revised Veterans Administration projections	-116		
Total Decreases			-3,185
FY 2001 Estimate			$40,204

(Amount in Thousands)

PROJECT: APPREHENSION OF AIR FORCE DESERTERS, ABSENTEES, AND MILITARY PRISONERS		
	FY 1999	$100
	FY 2000	$100
	FY 2001	$100

PART I - PURPOSE AND SCOPE

The funds are for the expenses and delivery of military deserters, absentees, and escaped military prisoners, including the payment for travel of guards; 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 historical data.

	FY 1999	FY 2000	FY 2001
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	$100	$100	$100

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM		
	FY 1999	$571
	FY 2000	$595
	FY 2001	$595

PART I - PURPOSE AND SCOPE

The funds are for payment of interest (Int) on savings deposit amounts of $5.00 or more for members of temporary duty uniformed services. The interest rate is not to exceed ten percent per year. Under the provisions of P.L. 8-538, August 14, 1966, as amended in FY 1991 by Title 10, United States Code, Section 1035, service members are permitted to deposit unallotted amounts into the savings program. Service members must be on temporary duty assignment outside the United States in support of a contingency operation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The funding required covers interest on accounts for those members in support of contingency operations.

	FY 19991999			FY 20002000			FY 20012000		
	Number	Avg Int Payment	Amount	Number	Avg Int Payment	Amount	Number	Avg Int Payment	Amount
Officer	354	565.00	200	354	588.28	208	354	588.28	208
Enlisted	1,005	369.00	371	1,005	384.83	387	1,005	384.83	387
Total	1,359		$571	1,359		$595	1,359		$595

(Amount in Thousands)

PROJECT: DEATH GRATUITIES		
	FY 1999	$1,369
	FY 2000	$1,506
	FY 2001	$1,506

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	FY 1999			FY 2000			FY 2001		
	Number	Statutory Rate	Amount	Number	Statutory Rate	Amount	Number	Statutory Rate	Amount
Officer	46	6,000	279	51	6,000	307	51	6,000	307
Enlisted	182	6,000	1,090	200	6,000	1,199	200	6,000	1,199
Total	228		$1,369	251		$1,506	251		$1,506

(Amount in Thousands)

PROJECT: ALLOWANCE FOR QUARTERS TO SURVIVING DEPENDENTS		
	FY 1999	$500
	FY 2000	$542
	FY 2001	$542

PART I - PURPOSE AND SCOPE

Under the provisions of Public Law 99-227, 12 December 1985, allowance for quarters is paid to eligible family members of military members who die in the line of duty. Eligibility is defined as (a) the family member did not occupy government quarters on the date of death, (b) the family member occupied government quarters on a rental basis on the date of military member's death, (c) family member vacated government quarters within 90 days of the military member's death. Allowance for quarters is paid at the rate equivalent to that payable to the member prior to death. Payments terminate 90 days after the date of the member's death.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from historical data.

	FY 1999	FY 2000	FY 2001
Officer	219	254	254
Enlisted	281	288	288
Total	$500	$542	$542

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS		
	FY 1999	$30,011
	FY 2000	$29,079
	FY 2001	$26,010

PART I - PURPOSE AND SCOPE

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

Prior to FY 1984 the Department of Labor budgeted and paid the individual states for the Federal Government's share of applicable unemployment compensation for ex-servicemen. Beginning in FY 1984, the Department of Defense was required to budget for the costs of regular and extended unemployment benefits. The benefits were payable for 13 weeks after a four-week waiting period. In FY 1991, P.L. 102-164 changed benefits criteria to 26 weeks after a one-week waiting period.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	FY 1999	FY 2000	FY 2001
Unemployment Compensation	$30,011	$29,079	$26,010

(Amount in Thousands)

PROJECT: SURVIVORS' BENEFITS		
	FY 1999	$3,907
	FY 2000	$3,591
	FY 2001	$3,475

PART I - PURPOSE AND SCOPE

Funds are required to pay social security benefits to widows and children of Air Force military personnel who died on active duty or veterans who died from service-related causes. These benefits were withdrawn under Public Law 97-35 but were restored by Section 156 of Public Law 97-377. The Department of Defense was directed to budget for this requirement.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors furnished by the Department of Veterans Affairs.

	FY 1999	FY 2000	FY 2001
Survivors' Benefits	$3,907	$3,591	$3,475

(Amount in Thousands)

PROJECT: ADOPTION REIMBURSEMENT PROGRAM		
	FY 1999	$650
	FY 2000	$800
	FY 2001	$800

PART I - PURPOSE AND SCOPE

The FY 1988/1989 National Defense Authorization Act (Public Law 100-180), Section 638, instructed the Secretary of Defense to establish a program under which members of the Armed Forces may be reimbursed for qualifying child adoption expenses. The initial program was designed to terminate after FY 1992, but was extended by Section 651 of the FY 1992/1993 National Defense Authorization Act.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

	FY 1999	FY 2000	FY 2001
Officer	405	499	499
Enlisted	245	301	301
Total	$650	$800	$800

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)		
	FY 1999	$4,040
	FY 2000	$3,963
	FY 2001	$4,026

PART I - PURPOSE AND SCOPE

Public Law 101-510 dated November 5, 1990 allows service members who are involuntarily separated to enroll in the Montgomery GI Bill. The FY 1993 National Defense Authorization Act allows members exercising the VSI/SSB options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery GI Bill. Most military members who are receiving VSI/SSB entered the service when VEAP was in effect. Beginning in July 1985, the All Volunteer Educational Assistance Program, known as the Montgomery GI Bill, became effective and no new enrollments were accepted into VEAP. The Services are now required to make contributions to the Department of Defense Education Benefits Fund to cover the conversions. Payments into the fund for involuntary separatees were required beginning Fiscal Year 1994 and payments to VSI/SSB recipients began in Fiscal Year 1995. The Board of Actuaries determines the payment amount for each service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on projected payments into the DoD Education Benefits Fund.

	FY 1999	FY 2000	FY 2001
Officer	481	472	479
Enlisted	3,559	3,491	3,547
Total	$4,040	$3,963	$4,026

(Amount in Thousands)

PROJECT: CIVILIAN COMMUNITY CORPS		
	FY 1999	$50
	FY 2000	$50
	FY 2001	$50

PART I - PURPOSE AND SCOPE

The 1990 National and Community Act, Subsection 162(a) (2) (C), requires the Department of Defense to reimburse the Corporation for National Service/Civilian Community Corps (CCC) for 50 percent of the supplemental salary for CCC cadre members who are receiving military retirement pay. The supplemental salary is the difference between the active duty pay and allowances the member would receive if ordered to active duty and the amount of the member's retired pay.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on estimated utilization of the program.

	FY 1999	FY 2000	FY 2001
Officer	50	50	50
Enlisted	0	0	0
Total	$50	$50	$50

(Amount in Thousands)

PROJECT: SPECIAL COMPENSATION PAY		
	FY 1999	$0
	FY 2000	$0
	FY 2001	$3,100

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on a percentage of the Air Force retiree population who receive disability payments. The Department of Veterans Affairs is researching the required records to determine the number of eligible recipients for this benefit and all data is expected to be available by mid-March. Qualified entitlements will be made retroactive to October 1, 1999 and since no funds were appropriated in FY 2000, payments will be made by realigning funds. Although specific cost estimates have not yet been developed, funds have been set aside in FY 2001 based on preliminary estimates of those eligible for this new entitlement.

	FY 1999	FY 2000	FY 2001
Compensation for Severely Disabled Retirees	$0	$0	$3,100

SECTION 5

SPECIAL ANALYSIS

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

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
Assigned Outside DoD:	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
Nonreimbursable Personnel:									
Exec Office of the President, White House (WHMO)	11	11	22	11	11	22	11	11	22
Office of National Drug & Control Policy (ONDCP)	12	0	12	12	0	12	12	0	12
Office of the Vice President (OVP)	3	6	9	3	6	9	3	6	9
Department of State (DOS)	19	0	19	19	0	19	19	0	19
Department of Energy (DOE)	10	0	10	10	0	10	10	0	10
Department of Commerce (DOC)	2	0	2	2	0	2	2	0	2
Department of Transportation (DOT)	1	0	1	1	0	1	1	0	1
U.N. Truce Supervision Organization (UNTSO)	1	0	1	1	0	1	1	0	1
Drug Enforcement Administration(DEA)	2	9	11	2	9	11	2	9	11
US Customs Service (USCS)	1	0	1	1	0	1	1	0	1
National Security Council (NSC)	4	1	5	4	1	5	4	1	5
Central Intelligence Agency (CIA)	6	3	9	6	3	9	6	3	9
National Science & Technology Council (NSTC)	1	0	1	1	0	1	1	0	1
UN Iraq/Kuwait Observation Mission (UNIKOM)	2	0	2	2	0	2	2	0	2
United Nations, NY	4	0	4	4	0	4	4	0	4
US Military Observer Group (USMOG), Washington	1	0	1	1	0	1	1	0	1
Subtotal - Nonreimbursable Personnel	80	30	110	80	30	110	80	30	110
Reimbursable Personnel:									
American Battle Monuments Commission	1	0	1	1	0	1	1	0	1
Office of Science & Technology Policy	1	0	1	1	0	1	1	0	1
Central Intelligence Agency	9	2	11	9	2	11	9	2	11
Arms Control & Disarmament Agency	15	0	15	15	0	15	15	0	15
Department of Transportation	16	2	18	16	2	18	16	2	18
NASA	4	0	4	4	0	4	4	0	4
Subtotal - Reimbursable Personnel	46	4	50	46	4	50	46	4	50
Total Outside DoD	126	34	160	126	34	160	126	34	160

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

	FY 1999 Actual			FY 2000 Estimate			FY 2001 Estimate		
~~Assigned to DoD Activities in Support of Non-DoD Functions:~~	~~Officer~~	~~Enlisted~~	~~Total~~	~~Officer~~	~~Enlisted~~	~~Total~~	~~Officer~~	~~Enlisted~~	~~Total~~
NASA	2	10	12	1	10	11	1	10	11
Foreign Military Sales	351	840	1,191	312	829	1,141	252	509	761
Subtotal Non-DoD Functions	353	850	1,203	313	839	1,152	253	519	772
~~Assigned to DoD Activities in Support of DoD Functions:~~									
Information Services Activity Group (ISAG)	225	703	928	222	750	972	262	889	1151
HQ US Transportation Command (TRANSCOM)	89	39	128	93	33	126	93	33	126
Military Traffic Management Command (MTMC)	5	0	5	5	0	5	5	0	5
Defense Commissary Agency (DeCA)	1	0	1	1	1	2	1	1	2
Defense Finance & Accounting Service (DFAS)	37	804	841	40	739	779	33	639	672
Defense Information Systems Agency (DISA)	6	46	52	9	22	31	8	18	26
Defense Logistics Agency (DLA)	377	101	478	460	105	565	457	103	560
Depot Maintenance Activity Group (DMAG)	105	177	282	151	258	409	99	159	258
Supply Management Activity Group (SMAG)	24	28	52	35	30	65	35	30	65
Subtotal - Working Capital Fund	869	1898	2767	1016	1938	2954	993	1872	2865
Total - Reimbursable	915	1,902	2,817	1,062	1,942	3,004	1,039	1,876	2,915
Total - Nonreimbursable	80	30	110	80	30	110	80	30	110
Grandtotal	995	1,932	2,927	1,142	1,972	3,114	1,119	1,906	3,025

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

	FY 1999 Actual	FY 2000 Estimate	FY 2001 Estimate
Subsistence	$26,050	$26,032	$26,032
Non-Strength Related:			
Medical	1,271	1,511	1,158
Other Non-Strength Training Cases	31,505	28,985	24,063
Subtotal	58,826	56,528	51,253
Strength Related:			
Officer - Basic Pay	42,950	54,715	47,595
- Other Pay and Allowances	20,759	28,549	21,920
Enlisted - Basic Pay	40,552	52,075	31,870
- Other Pay and Allowances	15,571	20,424	12,438
Retired Pay Accrual	25,218	33,959	23,521
PCS Travel	1,288	1,253	1,319
Subtotal	146,338	190,975	138,662
Total Program	$205,164	$247,503	$189,915