



**AIR FORCE RESERVE  
Fiscal Year (FY) 2025  
Budget Estimates**

**APPROPRIATION 3700  
RESERVE PERSONNEL, AIR FORCE**

**March 2024**

**RESERVE PERSONNEL, AIR FORCE  
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**Section I**  
**Summary of Requirements**

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
(\$ in Thousands)

	<b>FY 2023 Actuals</b>	<b>FY 2024 Request with CR Adjustments 2/</b>	<b>FY 2025 Estimate</b>
<b><u>DIRECT PROGRAM</u></b>			
Reserve Component Training and Support	\$2,405,585	\$2,471,408	\$2,639,924
<b>TOTAL Direct Program<sup>1</sup></b>	<b>\$2,405,585</b>	<b>\$2,471,408</b>	<b>\$2,639,924</b>
FY 2024 CR Adjustment 2/	\$0	(\$13,889)	\$0
<b>Revised Total Direct Program</b>	<b>\$2,405,585</b>	<b>\$2,457,519</b>	<b>\$2,639,924</b>
<b><u>REIMBURSABLE PROGRAM</u></b>			
Reserve Component Training and Support	\$19,934	\$12,650	\$12,983
<b>TOTAL Reimbursable Program</b>	<b>\$19,934</b>	<b>\$12,650</b>	<b>\$12,983</b>
<b><u>TOTAL BASELINE PROGRAM</u></b>			
Reserve Component Training and Support	\$2,425,519	\$2,470,169	\$2,652,907
<b>TOTAL Baseline Program</b>	<b>\$2,425,519</b>	<b>\$2,470,169</b>	<b>\$2,652,907</b>
Medicare Eligible Retiree Health Fund Contributor	\$180,702	\$198,046	\$196,363
<b>TOTAL RESERVE PERSONNEL PROGRAM COST</b>	<b>\$2,606,221</b>	<b>\$2,668,215</b>	<b>\$2,849,270</b>
<b>Memo Entry: Overseas Operations Costs (OOC)</b>			
Reserve Component Training and Support	\$7,603	\$9,314	\$10,059
<b>TOTAL OOC</b>	<b>\$7,603</b>	<b>\$9,314</b>	<b>\$10,059</b>

1/ FY 2023 includes \$7,603 thousands in Overseas Operations Costs (OOC) Actuals. FY 2024 includes \$9,314 thousands in OOC Requested. FY 2025 includes \$10,059 thousands for the OOC Budget Estimate. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

2/ A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Further Continuing Appropriations and Other Extensions, 2024 (Public Law, 118-22). The amounts included for FY 2024 reflect the annualized level provided by the continuing resolution.

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM**  
(\$ in Thousands)

	<b>FY 2023 Actuals</b>	<b>FY 2024 Request with CR Adjustments 2/</b>	<b>FY 2025 Estimate</b>
<b>DIRECT PROGRAM<sup>1</sup></b>	\$2,405,585	\$2,471,408	\$2,639,924
FY 2024 CR Adjustment 2/	\$0	(\$13,889)	\$0
<b>Revised Total Direct Program</b>	\$2,405,585	\$2,457,519	\$2,639,924
<b>REIMBURSABLE PROGRAM</b>	\$19,934	\$12,650	\$12,983
<b>TOTAL RESERVE PERSONNEL COSTS</b>	<b>\$2,425,519</b>	<b>\$2,470,169</b>	<b>\$2,652,907</b>
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$180,702	\$198,046	\$196,363
<b>TOTAL RESERVE PERSONNEL, AIR FORCE (RPAF) FUNDING</b>	<b>\$2,606,221</b>	<b>\$2,668,215</b>	<b>\$2,849,270</b>
<b>Memo Entry: Overseas Operations Costs (OOC)</b>	\$7,603	\$9,314	\$10,059
<b><u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u></b>			
MOBILIZATION PAY AND ALLOWANCES	\$277,950	\$261,466	\$274,023
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	\$307,998	\$326,150	\$335,406
<b>TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, AIR FORCE</b>	\$585,949	\$587,616	\$609,429
<b><u>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</u></b>	<b>\$3,192,170</b>	<b>\$3,255,831</b>	<b>\$3,458,698</b>

1/ FY 2023 includes \$7,603 thousands in Overseas Operations Costs (OOC) Actuals. FY 2024 includes \$9,314 thousands in OOC Requested. FY 2025 includes \$10,059 thousands for the OOC Budget Estimate. OOC were financed previously with former Overseas Contingency Operations (OCO) funding.

2/ A full-year FY 2024 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Further Continuing Appropriations and Other Extensions, 2024 (Public Law, 118-22). The amounts included for FY 2024 reflect the annualized level provided by the continuing resolution.

**Section II**  
**Introduction and**  
**Performance Measures**

## RESERVE PERSONNEL, AIR FORCE

The Air Force Reserve is focused on two priorities – “Ready Now” and “Transforming for the Future” to improve the capabilities of our force, increase our lethality, and enhance the quality of life of our Citizen Airmen. The Air Force Reserve has a critical role to enable lines of effort for Department of the Air Force’s Operational Imperatives and implement the Nation Defense Strategy’s priorities: defending the homeland, deterring strategic attacks, deterring aggression, and building a resilient joint force. Our role has a catapulting impact for the DAF building the Air Force that the Nation needs to deter great power competition, and if called to, defeat the People’s Republic of China. To do this, the Air Force Reserve must re-balance resources to enable needed training, and re-missioning of some of our units (conversion of F-16 to F-35, KC-135 to KC-46A, HH-60G to HH-60W, and stand up of MH-139 Formal Training Unit) to build readiness while maintaining unwavering support of our individual Airmen. This also means providing a fiscal strategy and financial tools for our Commanders in the field to minimize uncertainty and provide pertinent data analytics for the required decision space to prioritize and maximize every dollar spent. For our Citizen Airmen (part-time force), this delivers predictability and stability as they make family decisions to balance their availability for their civilian employment with their military requirements to stay ready for the fight.

Since the types of authorized training programs vary, the FY 2025 budget request is presented by pay category for the minimum training required by the different categories of members. The appropriation provides funds for Initial Active-Duty Training (IADT), Schools and Special tours of active-duty training required for individuals to acquire and maintain skill level proficiency and to accomplish mission assignments. This appropriation also includes funds for Reserve personnel called to full-time active duty for the administration and management of the Air Force Reserve, as well as recruiting for Air Force Reserve programs. Funds are also requested to finance the military personnel costs of students enrolled in the F. Edward Hebert Armed Forces Health Professions Scholarship Program and Financial Assistance Program.

All Selected Reserve personnel are assigned to manpower authorizations that have been validated as wartime requirements by active force manpower planners. The Air Force Reserve will continue to recruit and train reservists, modernize our equipment, and maintain individuals and units at the wartime readiness level as required of members of the Total Force.

The Fiscal Year 2025 request of \$2,639.9 million includes \$72.1 million of price growth and \$111.9 million of program increases. Program decreases include \$3.7 million for School training, \$2.6 million for Pay Group A, \$1.4 million for Health Professions Scholarship Program, and \$792 thousand for Pay Group F, offset by increases in Pay Group A, Mobilization, School Training, Special Training, Admin and Support, TSP Matching Contributions, and Health Professions Scholarship Program. The Air Force Reserve Fiscal Year 2025 end-strength requirement is 69,438 to support the critical variety of mission sets to enable the National Defense Strategy. At the same time, recognizing the recruiting and retention challenges of the past two years with no reprieve in the near future, this budget request focuses on a deliberate executable end-strength of 67,000, with an average strength of 66,881 by providing for a 4.5 percent pay raise effective 1 January 2025 and, increased re-enlistment and affiliation bonuses and incentives. The Department of the Air Force has reviewed and removed barriers to service including more liberal policies of accession and offering enhanced funding opportunities to those who wish to serve. This approach will allow the Air Force Reserve to keep up with the competition in the talent market and create a foundation to build and grow our Citizen Airmen force for the next generation of weapon system platforms.

In FY 2025, our AGR strength grows to 6,311 from our projected FY 2024 strength of 6,070, by 241 to support increased civil engineering, flightline security and cyber operations to enable unit conversions from F-16 to F-35, KC-135 to KC-46A, HH-60G to HH-60W, and stand up of MH-139. In addition, the growth represents a focus in taking care of our Citizen Airmen with increased First Sergeants, human capital management support, health professionals, and other unit support functions, thus prioritizing strategic depth while supporting the demands and requirements of having an operationally ready Reserve. This growth is not attributed to Military Technician conversions.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2025 Budget Review, the Department continued to reduce the military personnel budget estimates to moderate the loss of critical defense resources as a result of continued unexpended/unobligated balances annually. Specifically, the Air Force Reserve has decentralized programs, distributed funding to the Wings sooner and allowed them to expend more of the allocation earlier in the fiscal year. As a result of decentralizing programs, we’re seeing results in less unobligated balances and expect we will continue this downward trend of unobligated/unexpended balances in the future.



## RESERVE PERSONNEL, AIR FORCE

Following are the economic assumptions employed in pricing the approved programs. 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 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% and the Hospital Insurance (HI) rate is 1.45%. There is no wage cap on the 1.45% percent medical contribution.

### EFFECTIVE 1 JANUARY EACH FISCAL YEAR

	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Maximum Social Security Pay Base	\$160,200	\$168,600	\$174,900
FICA Rate	7.65%	7.65%	7.65%
Military Personnel Pay Increase	4.60%	5.20%	4.50%
Basic Allowance for Housing	10.70%	4.20%	4.20%

### EFFECTIVE ENTIRE FISCAL YEAR

	<u>FY 2023</u>	<u>FY 2024</u>	<u>FY 2025</u>
Non-Pay Inflation	4.20%	2.60%	2.20%
Retired Pay Accrual, Part Time Personnel	24.50%	23.10%	21.50%
Retired pay Accrual, Full Time Personnel	36.90%	30.00%	26.60%
Per Capita Payment to the DoD Education Benefits Fund	\$0	\$0	\$100

**RESERVE PERSONNEL, AIR FORCE**  
**Performance Measures and Evaluation Summary**

Activity: Reserve Military Personnel

Activity Goal: Maintain the required Reserve Military Personnel authorizations and capabilities to execute the National Defense Strategy.

Description of Activity: The Reserve Military Personnel appropriation provides resources necessary to compensate military personnel required to provide trained units and qualified personnel in the Armed Forces in time of war, or national emergency, and at such other times as the national security requires. The Reserve also fills the needs whenever more units and persons are required above the Active component's capacity to achieve the planned mobilization to support National Defense Strategy objectives.

**PERFORMANCE MEASURES**

	<b><u>FY 2023 Actual</u></b>	<b><u>FY 2024 Planned</u></b>	<b><u>FY 2025 Planned</u></b>
<b>Average Strength</b>	66,985	66,310	66,881
<b>End Strength</b>	66,216	66,700	67,000
<b>Authorized End Strength</b>	70,000	69,600	0

The Air Force Reserve continues transitioning from legacy to new missions based on Total Force decisions. Based on the FY 2023 end strength results of 66,216 and current recruiting and retention landscape, the Air Force Reserve took a deliberate approach to right-size the force mixture to align critical skills and grades to meet new mission capabilities in support of Air Force operational Imperatives. Furthermore, Air Force Reserve will facilitate waiver approval process to tie recruiting standards of appearance, conduct and medical eligibility to potential non-prior service candidates.

**Section III**  
**SUMMARY TABLES**

**RESERVE PERSONNEL, AIR FORCE  
SUMMARY OF PERSONNEL**

	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<b><u>Paid Drill/Individual Training</u></b>									
Pay Group A - Officers (48 drills/15 AD Tng Days)	8,828	8,785	8,709	8,709	8,654	8,538	8,538	8,587	8,604
Pay Group A - Enlisted (48 drills/15 AD Tng Days)	43,754	42,641	41,765	41,765	41,959	42,395	42,395	42,443	42,485
<b>Subtotal Pay Group A</b>	<b>52,582</b>	<b>51,426</b>	<b>50,474</b>	<b>50,474</b>	<b>50,613</b>	<b>50,933</b>	<b>50,933</b>	<b>51,030</b>	<b>51,089</b>
Pay Group B - Officers	4,601	4,619	4,643	4,643	4,468	4,460	4,460	4,431	4,430
Pay Group B - Enlisted	2,837	2,793	2,719	2,719	2,781	2,756	2,756	2,768	2,792
<b>Subtotal Pay Group B</b>	<b>7,438</b>	<b>7,412</b>	<b>7,362</b>	<b>7,362</b>	<b>7,249</b>	<b>7,216</b>	<b>7,216</b>	<b>7,199</b>	<b>7,222</b>
Pay Group F - Enlisted (AD Days 178)	1,231	890	756	756	1,023	1,134	1,134	1,007	917
Pay Group P - Enlisted - Paid	894	1,286	1,564	1,564	1,392	1,347	1,347	1,407	1,461
Pay Group P - Enlisted - Non Paid	0	0	0	0	0	0	0	0	0
<b>Subtotal Pay Group F/P</b>	<b>2,125</b>	<b>2,176</b>	<b>2,320</b>	<b>2,320</b>	<b>2,415</b>	<b>2,481</b>	<b>2,481</b>	<b>2,414</b>	<b>2,378</b>
Officer Subtotal	13,429	13,404	13,352	13,352	13,122	12,998	12,998	13,018	13,034
Enlisted Subtotal	48,716	47,610	46,804	46,804	47,155	47,632	47,632	47,625	47,655
<b>Subtotal Paid Drill/Ind Tng</b>	<b>62,145</b>	<b>61,014</b>	<b>60,156</b>	<b>60,156</b>	<b>60,277</b>	<b>60,630</b>	<b>60,630</b>	<b>60,643</b>	<b>60,689</b>
<b><u>Full-time Active Duty</u></b>									
Officers	1,559	1,522	1,486	1,486	1,569	1,581	1,581	1,586	1,591
Enlisted	4,344	4,449	4,574	4,574	4,464	4,489	4,489	4,652	4,720
<b>Subtotal Full-time</b>	<b>5,903</b>	<b>5,971</b>	<b>6,060</b>	<b>6,060</b>	<b>6,033</b>	<b>6,070</b>	<b>6,070</b>	<b>6,238</b>	<b>6,311</b>
<b><u>Total Selected Reserve</u></b>									
Officers	14,988	14,926	14,838	14,838	14,691	14,579	14,579	14,604	14,625
Enlisted	53,060	52,059	51,378	51,378	51,619	52,121	52,121	52,277	52,375
<b>Total</b>	<b>68,048</b>	<b>66,985</b>	<b>66,216</b>	<b>66,216</b>	<b>66,310</b>	<b>66,700</b>	<b>66,727</b>	<b>66,881</b>	<b>67,000</b>

**RESERVE PERSONNEL, AIR FORCE  
SUMMARY OF PERSONNEL**

	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>	<u>Begin</u>	<u>Average</u>	<u>End</u>
<b><u>Individual Ready Reserve</u></b>									
Officers	7,340	7,360	7,379	7,379	7,399	7,419	7,419	7,439	7,458
Enlisted	21,196	22,148	23,099	23,099	23,078	23,056	23,056	22,876	22,696
<b>Total</b>	<b>28,536</b>	<b>29,507</b>	<b>30,478</b>	<b>30,478</b>	<b>30,477</b>	<b>30,475</b>	<b>30,475</b>	<b>30,315</b>	<b>30,154</b>
<b><u>Reimbursable Strength (Included on previous page)</u></b>									
<b><u>Paid Drill/Individual Training</u></b>									
Pay Group B - Officers	31	31	31	31	31	31	31	31	31
Pay Group B - Enlisted	0	0	0	0	0	0	0	0	0
<b>Total Pay Group B</b>	<b>31</b>	<b>31</b>	<b>31</b>	<b>31</b>	<b>31</b>	<b>31</b>	<b>31</b>	<b>31</b>	<b>31</b>
<b><u>Full-time Active Duty</u></b>									
Officers	50	50	50	50	50	50	50	50	50
Enlisted	54	54	54	54	54	54	54	54	54
<b>Subtotal Full-time</b>	<b>104</b>	<b>104</b>	<b>104</b>	<b>104</b>	<b>104</b>	<b>104</b>	<b>104</b>	<b>104</b>	<b>104</b>
<b><u>Total Reimb Personnel</u></b>									
Officers	81	81	81	81	81	81	81	81	81
Enlisted	54	54	54	54	54	54	54	54	54
<b>Total</b>	<b>135</b>	<b>135</b>	<b>135</b>	<b>135</b>	<b>135</b>	<b>135</b>	<b>135</b>	<b>135</b>	<b>135</b>

0

**RESERVE PERSONNEL, AIR FORCE**  
**RESERVE COMPONENT PERSONNEL ON TOURS OF FULL-TIME ACTIVE DUTY**  
**STRENGTH BY GRADE**

	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Commissioned Officers</u>									
O-9 Lieutenant General	0	0	0	0	0	0	0	0	0
O-8 Major General	0	0	0	0	0	0	0	0	0
O-7 Brigadier General	0	0	0	0	0	0	0	0	0
O-6 Colonel	166	170	172	172	172	172	172	172	172
O-5 Lieutenant Colonel	647	646	644	644	699	684	684	688	693
O-4 Major	611	568	535	535	558	581	581	582	582
O-3 Captain	124	122	117	117	122	126	126	126	126
O-2 1st Lieutenant	7	12	15	15	15	15	15	15	15
O-1 2nd Lieutenant	4	4	3	3	3	3	3	3	3
<b>Total Officers</b>	<b>1,559</b>	<b>1,522</b>	<b>1,486</b>	<b>1,486</b>	<b>1,569</b>	<b>1,581</b>	<b>1,581</b>	<b>1,586</b>	<b>1,591</b>
<u>Enlisted Personnel</u>									
E-9 Chief Master Sergeant	204	212	219	219	219	219	219	219	219
E-8 Senior Master Sergeant	563	577	588	588	588	588	588	588	588
E-7 Master Sergeant	1,635	1,671	1,735	1,735	1,597	1,595	1,595	1,742	1,795
E-6 Technical Sergeant	1,054	1,080	1,105	1,105	1,133	1,161	1,161	1,161	1,161
E-5 Staff Sergeant	733	752	771	771	771	770	770	786	801
E-4 Senior Airman	150	152	153	153	153	153	153	153	153
E-3 Airman First Class	4	3	2	2	2	2	2	2	2
E-2 Airman	1	1	0	0	0	0	0	0	0
E-1 Airman Basic	0	1	1	1	1	1	1	1	1
<b>Total Enlisted</b>	<b>4,344</b>	<b>4,449</b>	<b>4,574</b>	<b>4,574</b>	<b>4,464</b>	<b>4,489</b>	<b>4,489</b>	<b>4,652</b>	<b>4,720</b>
<b>Total Personnel on Active Duty</b>	<b>5,903</b>	<b>5,971</b>	<b>6,060</b>	<b>6,060</b>	<b>6,033</b>	<b>6,070</b>	<b>6,070</b>	<b>6,238</b>	<b>6,311</b>

**RESERVE PERSONNEL, AIR FORCE  
STRENGTH BY MONTH**

**FY 2023 Strength by Month**

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total Drill</u>	<u>Full-Time</u>			<u>Total Selective Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>		<u>Paid</u>	<u>NonPaid</u>		<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
<b>September 30, 2022</b>	8,828	43,754	52,582	4,601	2,837	7,438	1,231	894	0	62,145	1,559	4,344	5,903	68,048
October	8,836	43,534	52,370	4,600	2,823	7,423	1,125	959	0	61,877	1,542	4,330	5,872	67,749
November	8,801	43,370	52,171	4,620	2,822	7,442	1,000	1,089	0	61,702	1,534	4,316	5,850	67,552
December	8,809	43,110	51,919	4,607	2,833	7,440	903	1,175	0	61,437	1,531	4,305	5,836	67,273
January	8,809	42,974	51,783	4,625	2,832	7,457	889	1,173	0	61,302	1,538	4,396	5,934	67,236
February	8,795	42,727	51,522	4,630	2,811	7,441	892	1,233	0	61,088	1,535	4,431	5,966	67,054
March	8,800	42,577	51,377	4,637	2,804	7,441	819	1,301	0	60,938	1,531	4,485	6,016	66,954
April	8,769	42,314	51,083	4,625	2,788	7,413	809	1,385	0	60,690	1,539	4,531	6,070	66,760
May	8,761	42,215	50,976	4,616	2,789	7,405	835	1,398	0	60,614	1,529	4,576	6,105	66,719
June	8,776	42,142	50,918	4,608	2,765	7,373	814	1,433	0	60,538	1,512	4,550	6,062	66,600
July	8,752	41,994	50,746	4,606	2,740	7,346	802	1,514	0	60,408	1,480	4,512	5,992	66,400
August	8,743	41,978	50,721	4,632	2,725	7,357	802	1,538	0	60,418	1,468	4,499	5,967	66,385
<b>September 30, 2023</b>	8,709	41,765	50,474	4,643	2,719	7,362	756	1,564	0	60,156	1,486	4,574	6,060	66,216
Average	8,785	42,641	51,426	4,619	2,793	7,412	890	1,286	0	61,014	1,522	4,449	5,971	66,985

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,095 THRESHOLD**

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
16	0	16	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

**RESERVE PERSONNEL, AIR FORCE  
STRENGTH BY MONTH**

**FY 2024 Strength by Month**

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total Drill</u>	<u>Full-Time</u>			<u>Total Selective Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>		<u>Paid</u>	<u>NonPaid</u>		<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
<b>September 30, 2023</b>	8,709	41,765	50,474	4,643	2,719	7,362	756	1,564	0	60,156	1,486	4,574	6,060	66,216
October	8,688	41,901	50,589	4,463	2,826	7,289	921	1,450	0	60,249	1,534	4,394	5,928	66,177
November	8,690	41,040	49,730	4,461	2,812	7,273	957	1,437	0	59,397	1,545	4,400	5,945	65,342
December	8,683	41,958	50,641	4,459	2,787	7,246	972	1,421	0	60,280	1,578	4,421	5,999	66,279
January	8,668	41,976	50,644	4,463	2,773	7,236	998	1,403	0	60,281	1,579	4,433	6,012	66,293
February	8,654	41,987	50,641	4,465	2,776	7,241	1,017	1,388	0	60,287	1,580	4,445	6,025	66,312
March	8,660	41,995	50,655	4,462	2,778	7,240	1,037	1,367	0	60,299	1,581	4,457	6,038	66,337
April	8,648	42,005	50,653	4,469	2,782	7,251	1,058	1,363	0	60,325	1,576	4,467	6,043	66,368
May	8,642	42,098	50,740	4,464	2,781	7,245	1,070	1,360	0	60,415	1,571	4,475	6,046	66,461
June	8,638	42,111	50,749	4,458	2,777	7,235	1,085	1,356	0	60,425	1,588	4,481	6,069	66,494
July	8,631	42,165	50,796	4,449	2,783	7,232	1,101	1,351	0	60,480	1,579	4,501	6,080	66,560
August	8,625	42,187	50,812	4,456	2,754	7,210	1,117	1,349	0	60,488	1,580	4,565	6,145	66,633
<b>September 30, 2024</b>	8,538	42,395	50,933	4,460	2,756	7,216	1,134	1,347	0	60,630	1,581	4,489	6,070	66,700
Average	8,654	41,959	50,613	4,468	2,781	7,249	1,023	1,392	0	60,277	1,569	4,464	6,033	66,310

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 THRESHOLD**

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
60	0	60	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical



**RESERVE PERSONNEL, AIR FORCE  
STRENGTH BY MONTH**

**FY 2025 Strength by Month**

	<u>Pay Group A</u>			<u>Pay Group B (IMA)</u>			<u>Pay Group F</u>	<u>Pay Group P</u>		<u>Total Drill</u>	<u>Full-Time</u>			<u>Total Selective Reserve</u>
	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>		<u>Paid</u>	<u>NonPaid</u>		<u>Officers</u>	<u>Enlisted</u>	<u>Total</u>	
<b>September 30, 2024</b>	8,538	42,395	50,933	4,460	2,756	7,216	1,134	1,347	0	60,630	1,581	4,489	6,070	66,727
October	8,583	42,403	50,986	4,425	2,754	7,179	1,134	1,357	0	60,656	1,581	4,590	6,171	66,827
November	8,583	42,411	50,994	4,464	2,797	7,261	1,092	1,367	0	60,714	1,583	4,591	6,174	66,888
December	8,580	42,419	50,999	4,422	2,771	7,193	1,056	1,377	0	60,625	1,583	4,592	6,175	66,800
January	8,580	42,427	51,007	4,400	2,758	7,158	1,023	1,387	0	60,575	1,584	4,603	6,187	66,762
February	8,585	42,435	51,020	4,405	2,761	7,166	1,001	1,397	0	60,584	1,585	4,610	6,195	66,779
March	8,582	42,443	51,025	4,408	2,763	7,171	978	1,407	0	60,581	1,586	4,678	6,264	66,845
April	8,589	42,451	51,040	4,415	2,767	7,182	963	1,417	0	60,602	1,588	4,699	6,287	66,889
May	8,593	42,459	51,052	4,412	2,766	7,178	958	1,427	0	60,615	1,588	4,705	6,293	66,908
June	8,596	42,467	51,063	4,446	2,762	7,208	953	1,437	0	60,661	1,589	4,715	6,304	66,965
July	8,600	42,475	51,075	4,495	2,767	7,262	948	1,447	0	60,732	1,590	4,718	6,308	67,040
August	8,604	42,483	51,087	4,434	2,779	7,213	947	1,457	0	60,704	1,590	4,719	6,309	67,013
<b>September 30, 2025</b>	8,604	42,485	51,089	4,430	2,792	7,222	917	1,461	0	60,689	1,591	4,720	6,311	67,000
Average	8,587	42,443	51,030	4,431	2,768	7,199	1,007	1,407	0	60,643	1,586	4,652	6,238	66,881

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 THRESHOLD**

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
60	0	60	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

**RESERVE PERSONNEL, AIR FORCE**  
**SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTH**

**OFFICERS**

	<u>FY 2023 Actual</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>
<b>BEGINNING STRENGTH</b>	<b>14,988</b>	<b>14,838</b>	<b>14,579</b>
<b><u>GAINS</u></b>			
Non-Prior Service Personnel	26	24	28
Male	18	17	19
Female	8	7	9
Prior Service Personnel	1,288	1,261	1,398
Civilian Life	71	70	81
Active Component	532	530	550
Enlisted Commissioning Programs	281	279	295
Other Reserve Status/Component	97	91	105
All Other	307	291	367
<b>TOTAL GAINS</b>	<b>1,314</b>	<b>1,285</b>	<b>1,426</b>
<b><u>LOSSES</u></b>			
Civilian Life	75	80	76
Active Component	28	37	21
Retired Reserves	573	585	523
Other Reserve Status/Component	54	55	45
All Other	734	787	715
<b>TOTAL LOSSES</b>	<b>1,464</b>	<b>1,544</b>	<b>1,380</b>
<b>END STRENGTH</b>	<b>14,838</b>	<b>14,579</b>	<b>14,625</b>

**RESERVE PERSONNEL, AIR FORCE**  
**SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTH**

	<b><u>ENLISTED</u></b>		
	<u>FY 2023 Actual</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>
<b>BEGINNING STRENGTH</b>	<b>53,060</b>	<b>51,378</b>	<b>52,121</b>
<b><u>GAINS</u></b>			
Non-Prior Service Personnel	2,150	2,490	2,402
Male	1,671	1,891	1,856
Female	479	599	546
Prior Service Personnel	3,217	3,792	3,659
Civilian Life	470	575	534
Active Component	1,381	1,532	1,489
Other Reserve Status/Component	806	988	965
All Other	560	697	671
<b>TOTAL GAINS</b>	<b>5,367</b>	<b>6,282</b>	<b>6,061</b>
<b><u>LOSSES</u></b>			
Active Component	36	29	37
To Officer Status	243	198	209
Retired Reserves	1,386	1,256	1,387
Other Reserve Status/Component	3,076	2,191	2,229
All Other	193	131	147
<b>TOTAL LOSSES</b>	<b>4,934</b>	<b>3,805</b>	<b>4,009</b>
<b>END STRENGTH</b>	<b>51,378</b>	<b>52,121</b>	<b>52,375</b>

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(\$ in Thousands)

	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<b><u>UNIT AND INDIVIDUAL TRAINING</u></b>									
<b><u>PAY GROUP A</u></b>									
Active Duty Training	\$45,258	\$113,573	\$158,831	\$46,385	\$116,316	\$162,701	\$47,590	\$121,661	\$169,251
Inactive Duty Training									
Unit Training Assemblies	\$123,245	\$273,741	\$396,986	\$145,139	\$281,711	\$426,850	\$148,365	\$294,533	\$442,898
Flight Training	\$32,892	\$6,441	\$39,333	\$33,653	\$6,582	\$40,235	\$34,504	\$6,881	\$41,385
Training Preparation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Readiness Management Periods	\$5,384	\$4,920	\$10,304	\$5,512	\$5,032	\$10,544	\$5,654	\$5,262	\$10,916
Military Funeral Honors	\$7	\$56	\$63	\$7	\$59	\$66	\$8	\$61	\$69
Clothing	\$486	\$7,689	\$8,175	\$490	\$8,186	\$8,676	\$496	\$8,062	\$8,558
Subsistence of Enlisted Personnel	\$0	\$1,325	\$1,325	\$0	\$1,363	\$1,363	\$0	\$1,417	\$1,417
Travel	\$18,137	\$76,953	\$95,090	\$18,829	\$78,646	\$97,475	\$18,587	\$80,359	\$98,946
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$225,409</b>	<b>\$484,698</b>	<b>\$710,107</b>	<b>\$250,015</b>	<b>\$497,895</b>	<b>\$747,910</b>	<b>\$255,204</b>	<b>\$518,236</b>	<b>\$773,440</b>
<b><u>PAY GROUP B</u></b>									
Active Duty Training	\$23,703	\$6,631	\$30,334	\$23,862	\$6,872	\$30,734	\$24,479	\$7,075	\$31,554
Inactive Duty Training	\$48,439	\$12,338	\$60,777	\$51,675	\$14,559	\$66,234	\$52,891	\$14,926	\$67,817
Clothing	\$12	\$89	\$101	\$12	\$91	\$103	\$12	\$93	\$105
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$8,684	\$4,358	\$13,042	\$8,632	\$4,453	\$13,085	\$8,753	\$4,531	\$13,284
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$80,838</b>	<b>\$23,416</b>	<b>\$104,254</b>	<b>\$84,181</b>	<b>\$25,975</b>	<b>\$110,156</b>	<b>\$86,135</b>	<b>\$26,625</b>	<b>\$112,760</b>
<b><u>PAY GROUP F</u></b>									
Active Duty Training	\$0	\$36,503	\$36,503	\$0	\$43,759	\$43,759	\$0	\$44,611	\$44,611
Clothing	\$0	\$3,856	\$3,856	\$0	\$4,547	\$4,547	\$0	\$4,576	\$4,576
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$2,477	\$2,477	\$0	\$2,921	\$2,921	\$0	\$2,939	\$2,939
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$0</b>	<b>\$42,836</b>	<b>\$42,836</b>	<b>\$0</b>	<b>\$51,227</b>	<b>\$51,227</b>	<b>\$0</b>	<b>\$52,126</b>	<b>\$52,126</b>
<b><u>PAY GROUP P</u></b>									
Inactive Duty Training	\$0	\$2,732	\$2,732	\$0	\$3,074	\$3,074	\$0	\$3,212	\$3,212
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$0</b>	<b>\$2,732</b>	<b>\$2,732</b>	<b>\$0</b>	<b>\$3,074</b>	<b>\$3,074</b>	<b>\$0</b>	<b>\$3,212</b>	<b>\$3,212</b>
<b>TOTAL UNIT AND INDIVIDUAL TRAINING</b>	<b>\$306,247</b>	<b>\$553,682</b>	<b>\$859,929</b>	<b>\$334,196</b>	<b>\$578,171</b>	<b>\$912,367</b>	<b>\$341,339</b>	<b>\$600,199</b>	<b>\$941,538</b>

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(\$ in Thousands)

	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<b><u>OTHER TRAINING AND SUPPORT</u></b>									
<b><u>MOBILIZATION TRAINING</u></b>									
IRR Muster/Screening	\$4	\$26	\$30	\$14	\$86	\$100	\$13	\$127	\$140
IRR Readiness Training	\$0	\$0	\$0	\$0	\$0	\$0	\$15	\$180	\$195
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$4</b>	<b>\$26</b>	<b>\$30</b>	<b>\$14</b>	<b>\$86</b>	<b>\$100</b>	<b>\$28</b>	<b>\$307</b>	<b>\$335</b>
<b><u>SCHOOL TRAINING</u></b>									
Career Development Training	\$20,113	\$17,922	\$38,035	\$19,041	\$17,148	\$36,188	\$20,507	\$18,762	\$39,269
Initial Skill Acquisition Training	\$6,704	\$33,127	\$39,831	\$6,396	\$41,337	\$47,733	\$6,999	\$39,850	\$46,849
Officer Training School	\$1,677	\$3,293	\$4,970	\$2,008	\$5,127	\$7,135	\$2,422	\$4,390	\$6,812
Recruiter Training	\$0	\$471	\$471	\$0	\$222	\$222	\$0	\$385	\$385
Refresher & Proficiency Training	\$16,276	\$8,418	\$24,694	\$13,944	\$8,232	\$22,176	\$16,178	\$8,906	\$25,084
Undergraduate Pilot/Nav Training	\$52,652	\$31,354	\$84,006	\$51,608	\$34,063	\$85,671	\$58,326	\$35,015	\$93,341
Unit Conversion Training	\$5,008	\$5,737	\$10,745	\$4,838	\$4,401	\$9,238	\$6,028	\$5,632	\$11,660
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$102,430</b>	<b>\$100,322</b>	<b>\$202,752</b>	<b>\$97,833</b>	<b>\$110,530</b>	<b>\$208,363</b>	<b>\$110,460</b>	<b>\$112,940</b>	<b>\$223,400</b>
<b><u>SPECIAL TRAINING</u></b>									
Command & Staff Supervision	\$7,394	\$3,991	\$11,385	\$5,906	\$3,871	\$9,777	\$7,081	\$3,998	\$11,079
Competitive Events	\$96	\$0	\$96	\$124	\$0	\$124	\$116	\$0	\$116
Exercises	\$9,038	\$17,420	\$26,458	\$2,696	\$1,460	\$4,156	\$9,629	\$9,995	\$19,624
Management Support	\$70,692	\$204,055	\$274,747	\$64,782	\$206,314	\$271,095	\$68,666	\$218,222	\$286,888
Operational Training	\$3,629	\$44,842	\$48,471	\$3,752	\$43,566	\$47,317	\$3,937	\$47,091	\$51,028
Recruiting/Retention	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Service Mission/Mission Support	\$3,845	\$4,029	\$7,874	\$4,153	\$3,467	\$7,620	\$4,259	\$4,049	\$8,308
Unit Conversion Training	\$396	\$1,725	\$2,121	\$305	\$1,581	\$1,886	\$373	\$1,758	\$2,131
Drug Interdiction Activity	\$480	\$3,756	\$4,236	\$0	\$0	\$0	\$0	\$0	\$0
Yellow Ribbon	\$4,494	\$3,109	\$7,603	\$5,505	\$3,809	\$9,314	\$5,946	\$4,113	\$10,059
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$100,064</b>	<b>\$282,927</b>	<b>\$382,991</b>	<b>\$87,221</b>	<b>\$264,067</b>	<b>\$351,289</b>	<b>\$100,007</b>	<b>\$289,226</b>	<b>\$389,233</b>

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(\$ in Thousands)

	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	\$312,249	\$499,826	\$812,075	\$327,441	\$509,680	\$837,121	\$338,212	\$545,795	\$884,007
Basic Needs Allowance	\$0	\$0	\$0	\$0	\$8	\$8	\$0	\$2,120	\$2,120
Clothing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel/PCS	\$10,345	\$12,846	\$23,191	\$8,860	\$10,844	\$19,704	\$10,847	\$13,472	\$24,319
Death Gratuities	\$60	\$614	\$674	\$100	\$100	\$200	\$100	\$100	\$200
Health Profession Stipend	\$602	\$0	\$602	\$1,250	\$0	\$1,250	\$1,312	\$0	\$1,312
Transportation Subsidy	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Disability & Hospitalization	\$28	\$57	\$85	\$42	\$101	\$144	\$43	\$103	\$147
Reserve Incentive	\$21,285	\$18,820	\$40,105	\$22,590	\$20,031	\$42,621	\$23,255	\$63,915	\$87,170
\$30,000 Lump Sum Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$316	\$309	\$625	\$264	\$264	\$528	\$271	\$271	\$542
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$344,885</b>	<b>\$532,472</b>	<b>\$877,357</b>	<b>\$360,547</b>	<b>\$541,028</b>	<b>\$901,576</b>	<b>\$374,041</b>	<b>\$625,776</b>	<b>\$999,817</b>
<u>(OTHER TRAINING AND SUPPORT cont'd)</u>									
<u>TSP MATCHING CONTRIBUTIONS</u>									
TSP Matching Contributions	\$3,250	\$7,371	\$10,621	\$2,389	\$7,505	\$9,894	\$2,609	\$8,298	\$10,907
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$3,250</b>	<b>\$7,371</b>	<b>\$10,621</b>	<b>\$2,389</b>	<b>\$7,505</b>	<b>\$9,894</b>	<b>\$2,609</b>	<b>\$8,298</b>	<b>\$10,907</b>
<u>EDUCATION BENEFITS</u>									
Benefits Accrual: Basic Benefits (Chap.1606)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$194	\$194
Tuition Assistance	\$0	\$13,734	\$13,734	\$805	\$11,645	\$12,450	\$805	\$11,645	\$12,450
Kicker Program	\$0	\$795	\$795	\$0	\$1,202	\$1,202	\$0	\$1,956	\$1,956
Amortization (Chap.1606) Payment	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Educational Assistance (Chap.1607)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Amortization (Chap.1607)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Normal Cost Enhanced Benefit	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$0</b>	<b>\$14,529</b>	<b>\$14,529</b>	<b>\$805</b>	<b>\$12,847</b>	<b>\$13,652</b>	<b>\$805</b>	<b>\$13,795</b>	<b>\$14,600</b>
<b>TOTAL RESERVE PERSONNEL TRAINING</b>	<b>550,633</b>	<b>937,647</b>	<b>1,488,280</b>	<b>548,810</b>	<b>936,063</b>	<b>1,484,873</b>	<b>587,950</b>	<b>1,050,342</b>	<b>1,638,292</b>

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(\$ in Thousands)

	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>									
Stipend	\$35,230	\$0	\$35,230	\$35,858	\$0	\$35,858	\$36,626	\$0	\$36,626
Pay and Allowances, Active Duty for Training	\$14,392	\$0	\$14,392	\$14,592	\$0	\$14,592	\$14,703	\$0	\$14,703
Uniform Allowance	\$136	\$0	\$136	\$148	\$0	\$148	\$148	\$0	\$148
Travel	\$4,029	\$0	\$4,029	\$4,134	\$0	\$4,134	\$4,225	\$0	\$4,225
Critical Skills Accession Bonus	\$3,221	\$0	\$3,221	\$3,600	\$0	\$3,600	\$4,000	\$0	\$4,000
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$57,008</b>	<b>\$0</b>	<b>\$57,008</b>	<b>\$58,332</b>	<b>\$0</b>	<b>\$58,332</b>	<b>\$59,702</b>	<b>\$0</b>	<b>\$59,702</b>
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>									
Stipend	\$129	\$0	\$129	\$127	\$0	\$127	\$150	\$0	\$150
Financial Assistance Grant	\$225	\$0	\$225	\$225	\$0	\$225	\$225	\$0	\$225
Uniform Allowance	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Pay and Allowances, Active Duty for Training	\$14	\$0	\$14	\$15	\$0	\$15	\$17	\$0	\$17
<b>TOTAL DIRECT OBLIGATIONS</b>	<b>\$368</b>	<b>\$0</b>	<b>\$368</b>	<b>\$367</b>	<b>\$0</b>	<b>\$367</b>	<b>\$392</b>	<b>\$0</b>	<b>\$392</b>
<b>TOTAL OTHER TRAINING AND SUPPORT</b>	<b>\$608,009</b>	<b>\$937,647</b>	<b>\$1,545,656</b>	<b>\$607,509</b>	<b>\$936,063</b>	<b>\$1,543,572</b>	<b>\$648,044</b>	<b>\$1,050,342</b>	<b>\$1,698,386</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>\$914,256</b>	<b>\$1,491,329</b>	<b>\$2,405,585</b>	<b>\$941,705</b>	<b>\$1,514,234</b>	<b>\$2,455,940</b>	<b>\$989,383</b>	<b>\$1,650,541</b>	<b>\$2,639,924</b>

**RESERVE PERSONNEL, AIR FORCE  
ANALYSIS OF APPROPRIATION CHANGES  
FY 2024 (\$ in Thousands)**

	FY 2024 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET) / SHORTFALL /1	FY24 COLUMN OF THE FY25 PRES BUDGET
<b><u>PAY GROUP A</u></b>								
Active Duty Training	\$170,151	\$0	\$170,151	\$0	\$170,151	\$0	(\$7,450)	\$162,701
Inactive Duty Training								
Unit Training Assemblies	\$434,041	\$0	\$434,041	(\$5,209)	\$428,832	\$0	(\$1,982)	\$426,850
Flight Training	\$40,667	\$0	\$40,667	(\$432)	\$40,235	\$0	\$0	\$40,235
Readiness Management Periods	\$10,760	\$0	\$10,760	(\$216)	\$10,544	\$0	\$0	\$10,544
Military Funeral Honors	\$69	\$0	\$69	(\$3)	\$66	\$0	\$0	\$66
Clothing	\$13,910	\$0	\$13,910	(\$5,234)	\$8,676	\$0	\$0	\$8,676
Subsistence of Enlisted Personnel	\$1,476	\$0	\$1,476	(\$113)	\$1,363	\$0	\$0	\$1,363
Travel	\$86,268	\$0	\$86,268	\$11,207	\$97,475	\$0	\$0	\$97,475
TOTAL Direct Obligations	\$757,342	\$0	\$757,342	\$0	\$757,342	\$0	(\$9,432)	\$747,910
<b><u>PAY GROUP B</u></b>								
Active Duty Training	\$34,624	\$0	\$34,624	\$488	\$35,112	\$0	(\$4,378)	\$30,734
Inactive Duty Training	\$65,619	\$0	\$65,619	\$2,273	\$67,892	\$0	(\$1,658)	\$66,234
Clothing	\$1,132	\$0	\$1,132	(\$1,029)	\$103	\$0	\$0	\$103
Travel	\$11,934	\$0	\$11,934	\$1,151	\$13,085	\$0	\$0	\$13,085
TOTAL Direct Obligations	\$113,309	\$0	\$113,309	\$2,883	\$116,192	\$0	(\$6,036)	\$110,156
<b><u>PAY GROUP F</u></b>								
Active Duty Training	\$51,918	\$0	\$51,918	(\$8,159)	\$43,759	\$0	\$0	\$43,759
Clothing	\$5,215	\$0	\$5,215	(\$668)	\$4,547	\$0	\$0	\$4,547
Travel	\$3,382	\$0	\$3,382	(\$461)	\$2,921	\$0	\$0	\$2,921
TOTAL Direct Obligations	\$60,515	\$0	\$60,515	(\$9,288)	\$51,227	\$0	\$0	\$51,227
<b><u>PAY GROUP P</u></b>								
Inactive Duty Training	\$5,146	\$0	\$5,146	(\$2,072)	\$3,074	\$0	\$0	\$3,074
TOTAL Direct Obligations	\$5,146	\$0	\$5,146	(\$2,072)	\$3,074	\$0	\$0	\$3,074



**RESERVE PERSONNEL, AIR FORCE  
ANALYSIS OF APPROPRIATION CHANGES  
FY 2024 (\$ in Thousands)**

	FY 2024 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET) / SHORTFALL /1	FY24 COLUMN OF THE FY25 PRES BUDGET
<b><u>MOBILIZATION TRAINING</u></b>								
IRR Muster/Screening	\$579	\$0	\$579	(\$479)	\$100	\$0	\$0	\$100
IRR Readiness Training	\$190	\$0	\$190	(\$190)	\$0	\$0	\$0	\$0
TOTAL Direct Obligations	\$769	\$0	\$769	(\$669)	\$100	\$0	\$0	\$100
<b><u>SCHOOL TRAINING</u></b>								
Career Development Training	\$35,266	\$0	\$35,266	\$922	\$36,188	\$0	\$0	\$36,188
Initial Skill Acquisition Training	\$44,239	\$0	\$44,239	\$3,494	\$47,733	\$0	\$0	\$47,733
Officer Training School	\$6,422	\$0	\$6,422	\$713	\$7,135	\$0	\$0	\$7,135
Recruiter Training	\$214	\$0	\$214	\$8	\$222	\$0	\$0	\$222
Refresher & Proficiency Training	\$21,316	\$0	\$21,316	\$860	\$22,176	\$0	\$0	\$22,176
Undergraduate Pilot/Nav Training	\$82,315	\$0	\$82,315	\$3,356	\$85,671	\$0	\$0	\$85,671
Unit Conversion Training	\$8,953	\$0	\$8,953	\$285	\$9,238	\$0	\$0	\$9,238
TOTAL Direct Obligations	\$198,725	\$0	\$198,725	\$9,638	\$208,363	\$0	\$0	\$208,363
<b><u>SPECIAL TRAINING</u></b>								
Command & Staff Supervision	\$9,695	\$0	\$9,695	\$82	\$9,777	\$0	\$0	\$9,777
Competitive Events	\$128	\$0	\$128	(\$4)	\$124	\$0	\$0	\$124
Exercises	\$4,199	\$0	\$4,199	(\$43)	\$4,156	\$0	\$0	\$4,156
Management Support	\$255,541	\$0	\$255,541	\$15,554	\$271,095	\$0	\$0	\$271,095
Operational Training	\$44,113	\$0	\$44,113	\$3,204	\$47,317	\$0	\$0	\$47,317
Service Mission/Mission Support	\$8,270	\$0	\$8,270	(\$650)	\$7,620	\$0	\$0	\$7,620
Unit Conversion Training	\$1,817	\$0	\$1,817	\$69	\$1,886	\$0	\$0	\$1,886
Yellow Ribbon	\$9,315	\$0	\$9,315	(\$1)	\$9,314	\$0	\$0	\$9,314
TOTAL Direct Obligations	\$333,078	\$0	\$333,078	\$18,211	\$351,289	\$0	\$0	\$351,289
<b><u>ADMINISTRATION AND SUPPORT</u></b>								
Full Time Pay and Allowances	\$841,421	\$0	\$841,421	(\$4,300)	\$837,121	\$0	\$0	\$837,121
Basic Needs	\$8	\$0	\$8	\$0	\$8	\$0	\$0	\$8
Travel/PCS	\$9,303	\$0	\$9,303	\$10,401	\$19,704	\$0	\$0	\$19,704
Death Gratuities	\$200	\$0	\$200	\$0	\$200	\$0	\$0	\$200
Health Profession Stipend	\$1,250	\$0	\$1,250	\$0	\$1,250	\$0	\$0	\$1,250
Disability & Hospitalization	\$186	\$0	\$186	(\$42)	\$144	\$0	\$0	\$144
Reserve Incentive	\$50,084	\$0	\$50,084	(\$7,463)	\$42,621	\$0	\$0	\$42,621
Continuation Pay	\$528	\$0	\$528	\$0	\$528	\$0	\$0	\$528
TOTAL Direct Obligations	\$902,980	\$0	\$902,980	(\$1,404)	\$901,576	\$0	\$0	\$901,576

**RESERVE PERSONNEL, AIR FORCE  
ANALYSIS OF APPROPRIATION CHANGES  
FY 2024 (\$ in Thousands)**

	FY 2024 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET) / SHORTFALL /1	FY24 COLUMN OF THE FY25 PRES BUDGET
<b><u>TSP MATCHING CONTRIBUTIONS</u></b>								
TSP Matching Contributions	\$15,734	\$0	\$15,734	(\$5,840)	\$9,894	\$0	\$0	\$9,894
TOTAL Direct Obligations	\$15,734	\$0	\$15,734	(\$5,840)	\$9,894	\$0	\$0	\$9,894
<b><u>EDUCATION BENEFITS</u></b>								
Tuition Assistance	\$8,000	\$0	\$8,000	\$4,449	\$12,450	\$0	\$0	\$12,450
Kicker Program	\$2,404	\$0	\$2,404	(\$1,202)	\$1,202	\$0	\$0	\$1,202
TOTAL Direct Obligations	\$10,404	\$0	\$10,404	\$3,248	\$13,652	\$0	\$0	\$13,652
<b><u>HEALTH PROFESSIONS SCHOLARSHIP</u></b>								
Stipend	\$42,907	\$0	\$42,907	(\$7,049)	\$35,858	\$0	\$0	\$35,858
Pay and Allowances, Active Duty for Training	\$18,934	\$0	\$18,934	(\$4,342)	\$14,592	\$0	\$0	\$14,592
Uniform Allowance	\$180	\$0	\$180	(\$32)	\$148	\$0	\$0	\$148
Travel	\$5,454	\$0	\$5,454	(\$1,320)	\$4,134	\$0	\$0	\$4,134
Critical Skills Accession Bonus HPSP	\$4,960	\$0	\$4,960	(\$1,360)	\$3,600	\$0	\$0	\$3,600
TOTAL Direct Obligations	\$72,435	\$0	\$72,435	(\$14,103)	\$58,332	\$0	\$0	\$58,332
<b><u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u></b>								
Stipend	\$477	\$0	\$477	(\$350)	\$127	\$0	\$0	\$127
Financial Assistance Grant	\$450	\$0	\$450	(\$225)	\$225	\$0	\$0	\$225
Pay and Allowances, Active Duty for Training	\$44	\$0	\$44	(\$29)	\$15	\$0	\$0	\$15
TOTAL Direct Obligations	\$971	\$0	\$971	(\$604)	\$367	\$0	\$0	\$367
<b>Total Reserve Comp.Training/Support</b>								
<b>Direct Program</b>	<b>\$2,471,408</b>	<b>\$0</b>	<b>\$2,471,408</b>	<b>\$0</b>	<b>\$2,471,408</b>	<b>\$0</b>	<b>(\$15,468)</b>	<b>\$2,455,940</b>
<b>FY 2024 DIRECT PROGRAM CR ADJUSTMENT</b>	<b>\$2,471,408</b>	<b>(\$13,889)</b>	<b>\$2,457,519</b>	<b>\$0</b>	<b>\$2,457,519</b>	<b>\$0</b>	<b>(\$1,579)</b>	<b>\$2,455,940</b>

/1 If allowed, we would put the \$15.5 million asset in the Reserve Incentives as a ramp up to FY 25 incentives.

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS**  
**(\$ in Thousands)**

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Pay Group A</u>						
Officers	\$145,424	\$35,629	\$150,487	\$34,762	\$156,305	\$33,606
Enlisted	\$280,130	\$68,630	\$289,567	\$66,890	\$306,607	\$65,920
Subtotal	\$425,554	\$104,259	\$440,054	\$101,652	\$462,912	\$99,526
<u>Pay Group B</u>						
Officers	\$50,747	\$12,433	\$51,558	\$11,910	\$53,519	\$11,507
Enlisted	\$12,943	\$3,171	\$13,536	\$3,127	\$14,105	\$3,033
Subtotal	\$63,690	\$15,604	\$65,093	\$15,037	\$67,624	\$14,539
<u>Pay Group F</u>						
Enlisted	\$21,649	\$5,304	\$26,140	\$6,038	\$26,940	\$5,792
Subtotal	\$21,649	\$5,304	\$26,140	\$6,038	\$26,940	\$5,792
<u>Pay Group P</u>						
Enlisted	\$2,057	\$504	\$2,339	\$540	\$2,475	\$532
Subtotal	\$2,057	\$504	\$2,339	\$540	\$2,475	\$532
<u>Mobilization Training</u>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$0	\$0	\$0	\$0	\$0	\$0
<u>School Training</u>						
Officers	\$47,759	\$11,701	\$46,100	\$10,649	\$52,757	\$11,343
Enlisted	\$35,037	\$8,584	\$39,045	\$9,020	\$40,500	\$8,707
Subtotal	\$82,796	\$20,285	\$85,145	\$19,669	\$93,257	\$20,050
<u>Special Training</u>						
Officers	\$49,069	\$12,022	\$42,999	\$9,956	\$50,296	\$10,813
Enlisted	\$114,241	\$27,989	\$108,020	\$24,976	\$120,812	\$25,977
Subtotal	\$163,310	\$40,011	\$151,020	\$34,932	\$171,107	\$36,791

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS**  
**(\$ in Thousands)**

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Administration and Support - Full Time</u>						
Officers	\$141,856	\$52,345	\$154,078	\$46,223	\$162,584	\$43,247
Enlisted	\$210,152	\$77,546	\$221,009	\$66,303	\$241,377	\$64,206
Subtotal	\$352,008	\$129,891	\$375,087	\$112,526	\$403,961	\$107,453
<u>Health Professions Scholarship</u>						
Officers	\$7,468	\$1,830	\$7,620	\$1,760	\$7,759	\$1,668
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$7,468	\$1,830	\$7,620	\$1,760	\$7,759	\$1,668
<u>Medical Financial Assistance Program</u>						
Officers	\$10	\$2	\$11	\$2	\$12	\$3
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$10	\$2	\$11	\$2	\$12	\$3
<u>Total Direct Program</u>						
Officers	\$442,334	\$125,962	\$452,851	\$115,263	\$483,232	\$112,186
Enlisted	\$676,208	\$191,728	\$699,657	\$176,894	\$752,815	\$174,168
Total	\$1,118,542	\$317,690	\$1,152,509	\$292,157	\$1,236,048	\$286,354
<u>Reimbursable Program</u>						
Officers	\$9,243	\$3,367	\$5,912	\$1,749	\$6,066	\$1,595
Enlisted	\$3,135	\$1,157	\$1,959	\$588	\$2,012	\$535
Total	\$12,378	\$4,524	\$7,871	\$2,337	\$8,078	\$2,130
<u>Total Program</u>						
Officer	\$451,576	\$129,329	\$458,764	\$117,012	\$489,299	\$113,781
Enlisted	\$679,344	\$192,885	\$701,616	\$177,482	\$754,827	\$174,703
Total	\$1,130,920	\$322,214	\$1,160,380	\$294,494	\$1,244,126	\$288,484

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH)**  
(\$ in Thousands)

	<u>FY 2023 Actual</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>
<u>Pay Group A</u>			
Officers	\$5,178	\$5,396	\$5,579
Enlisted	\$15,940	\$16,595	\$17,491
Subtotal	\$21,118	\$21,991	\$23,071
<u>Pay Group B</u>			
Officers	\$2,740	\$2,803	\$2,897
Enlisted	\$871	\$918	\$952
Subtotal	\$3,611	\$3,721	\$3,849
<u>Pay Group F</u>			
Enlisted	\$7,407	\$9,007	\$9,241
<u>Pay Group P</u>			
Enlisted	\$0	\$0	\$0
<u>Mobilization Training</u>			
Officers	\$0	\$0	\$0
Enlisted	\$0	\$0	\$0
Subtotal	\$0	\$0	\$0
<u>School Training</u>			
Officers	\$16,348	\$15,903	\$18,126
Enlisted	\$18,803	\$21,150	\$21,820
Subtotal	\$35,151	\$37,053	\$39,946
<u>Special Training</u>			
Officers	\$13,717	\$12,248	\$14,070
Enlisted	\$52,624	\$51,123	\$56,261
Subtotal	\$66,341	\$63,371	\$70,331

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH)**  
(\$ in Thousands)

	<u><b>FY 2023 Actual</b></u>	<u><b>FY 2024 Estimate</b></u>	<u><b>FY 2025 Estimate</b></u>
<u>Administration and Support</u>			
Officers	\$47,824	\$52,315	\$54,950
Enlisted	\$116,519	\$123,414	\$134,152
Subtotal	\$164,343	\$175,729	\$189,102
<u>Other</u>			
Health Professions Scholarship	\$3,937	\$4,046	\$4,101
<u>Total Direct Program</u>			
Officers	\$89,744	\$92,712	\$99,724
Enlisted	\$212,164	\$222,207	\$239,917
Total	\$301,908	\$314,918	\$339,641

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF TRAVEL COSTS**  
(\$ in Thousands)

	<u>FY 2023 Actual</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>
<u>Pay Group A</u>			
Officers	\$18,137	\$18,829	\$18,587
Enlisted	\$76,953	\$78,646	\$80,359
Subtotal	\$95,090	\$97,476	\$98,946
<u>Pay Group B</u>			
Officers	\$8,684	\$8,632	\$8,753
Enlisted	\$4,358	\$4,453	\$4,531
Subtotal	\$13,042	\$13,084	\$13,284
<u>Pay Group F</u>			
Enlisted	\$2,477	\$2,921	\$2,939
<u>Pay Group P</u>			
Enlisted	\$0	\$0	\$0
<u>Mobilization Training</u>			
Officers	\$0	\$0	\$15
Enlisted	\$0	\$0	\$180
Subtotal	\$0	\$0	\$195
<u>School Training</u>			
Officers	\$16,472	\$15,529	\$17,352
Enlisted	\$28,803	\$31,349	\$31,747
Subtotal	\$45,275	\$46,878	\$49,099
<u>Special Training</u>			
Officers	\$15,718	\$13,772	\$15,328
Enlisted	\$63,961	\$57,488	\$61,445
Subtotal	\$79,679	\$71,260	\$76,774

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF TRAVEL COSTS**  
(\$ in Thousands)

	<u><b>FY 2023 Actual</b></u>	<u><b>FY 2024 Estimate</b></u>	<u><b>FY 2025 Estimate</b></u>
<u>Administration and Support</u>			
Officers	\$10,345	\$8,860	\$10,847
Enlisted	\$12,848	\$10,844	\$13,472
Subtotal	\$23,193	\$19,704	\$24,319
<u>Other</u>			
Health Professions Scholarship (Officers)	\$4,029	\$4,134	\$4,225
Medical Financial Assistance Program	\$0	\$0	\$0
Subtotal	\$4,029	\$4,134	\$4,225
<u>Total Direct Program</u>			
Officers	\$73,385	\$69,756	\$75,107
Enlisted	\$189,400	\$185,701	\$194,674
Total	\$262,785	\$255,456	\$269,781



**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE-IN-KIND (SIK)**  
(\$ in Thousands)

	<u>FY 2023 Actual</u>		<u>FY 2024 Estimate</u>		<u>FY 2025 Estimate</u>	
	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>	<u>BAS</u>	<u>SIK</u>
<u>Pay Group A</u>						
Officers	\$1,000	\$0	\$1,025	\$0	\$1,047	\$0
Enlisted	\$7,413	\$1,325	\$7,592	\$1,363	\$7,908	\$1,417
Subtotal	\$8,413		\$8,617		\$8,955	
<u>Pay Group B</u>						
Officers	\$501	\$0	\$504	\$0	\$515	\$0
Enlisted	\$339	\$0	\$351	\$0	\$360	\$0
Subtotal	\$840		\$855		\$875	
<u>Pay Group F</u>						
Enlisted	\$369	\$0	\$448	\$0	\$447	\$0
<u>Pay Group P</u>						
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
<u>Mobilization Training</u>						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$0		\$0		\$0	
<u>School Training</u>						
Officers	\$2,422	\$0	\$2,417	\$0	\$2,620	\$0
Enlisted	\$4,552	\$0	\$4,660	\$0	\$5,137	\$0
Subtotal	\$6,974		\$7,077		\$7,757	
<u>Special Training</u>						
Officers	\$1,794	\$0	\$1,632	\$0	\$1,786	\$0
Enlisted	\$13,953	\$0	\$13,465	\$0	\$14,552	\$0
Subtotal	\$15,747		\$15,097		\$16,338	

**RESERVE PERSONNEL, AIR FORCE**  
**SUMMARY OF BASIC ALLOWANCE FOR SUBSISTENCE (BAS) AND SUBSISTENCE-IN-KIND (SIK)**  
**(\$ in Thousands)**

Administration and Support

Officers	\$5,549	\$0	\$5,943	\$0	\$6,187	\$0
Enlisted	\$23,553	\$0	\$24,552	\$0	\$26,348	\$0
Subtotal	\$29,102		\$30,495		\$32,535	

Other

Health Professions Scholarship	\$724	\$0	\$732	\$0	\$733	\$0
Financial Assistance Program	\$1	\$0	\$1	\$0	\$1	\$0
Other Subtotal	\$725		\$733		\$734	

Direct Program

Officers	\$11,266	\$0	\$11,522	\$0	\$12,155	\$0
Enlisted	\$50,179	\$1,325	\$51,067	\$1,363	\$54,752	\$1,417
Other	\$725	\$0	\$733	\$0	\$734	\$0
Program Total	\$62,169	\$1,325	\$63,322	\$1,363	\$67,641	\$1,417

Reimbursable Program

Reimbursable Officers	\$260	\$0	\$163	\$0	\$167	\$0
Reimbursable Enlisted	\$226	\$0	\$141	\$0	\$145	\$0
Reimbursable Subtotal	\$486	\$0	\$304	\$0	\$312	\$0

Total Program

Officers	\$11,526	\$0	\$11,685	\$0	\$12,322	\$0
Enlisted	\$50,405	\$1,325	\$51,208	\$1,363	\$54,897	\$1,417
Other	\$725	\$0	\$733	\$0	\$734	\$0

**RESERVE PERSONNEL, AIR FORCE  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	BA	AMOUNT
<b>FY 2024 Direct Program</b>	<b>\$2,455,940</b>	<b>\$2,455,940</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
<b>FY25 Pay Raise (4.5%, Effective 1 Jan 25)</b>	<b>41,112</b>	<b>\$41,112</b>
Pay Group A	15,397	
Pay Group B	2,249	
Pay Group F	897	
Pay Group P	82	
School	3,102	
Special	5,690	
Admin & Support	13,436	
Health Professions Scholarship	258	
Medical Financial Asst Program	0	
<b>Annualization FY24 Pay Raise (5.2%, Effective 1 Jan 24)</b>	<b>14,092</b>	<b>\$14,092</b>
Pay Group A	5,278	
Pay Group B	771	
Pay Group F	307	
Pay Group P	28	
School	1,063	
Special	1,950	
Admin & Support	4,605	
Health Professions Scholarship	88	
Medical Financial Asst Program	0	
<b>Inflation (Rate 2.2% FY25)</b>	<b>9,521</b>	<b>\$9,521</b>
Pay Group A	2,817	
Pay Group B	328	
Pay Group F	76	
Pay Group P	0	
School	1,355	
Special	442	
Admin & Support	2,650	
Health Professions Scholarship	1,846	
Medical Financial Asst Program	7	

**RESERVE PERSONNEL, AIR FORCE  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>BA</b>	<b>AMOUNT</b>
<b>FICA (Rate 7.65%, FY25 Ceiling - \$174,900)</b>	<b>4,224</b>	<b>\$4,224</b>
Pay Group A	1,581	
Pay Group B	231	
Pay Group F	92	
Pay Group P	9	
School	319	
Special	585	
Admin & Support	1,380	
Health Professions Scholarship	27	
Medical Financial Asst Program	0	
 <b>BAH (Rate 4.2% FY25)</b>	 <b>13,692</b>	 <b>\$13,692</b>
Pay Group A	930	
Pay Group B	153	
Pay Group F	372	
School	1,611	
Special	2,835	
Admin & Support	7,625	
Health Professions Scholarship	165	

**RESERVE PERSONNEL, AIR FORCE**  
**SCHEDULE OF INCREASES AND DECREASES**  
(\$ in Thousands)

	BA	AMOUNT
<b>Other - Pricing</b>	<b>1,645</b>	<b>\$1,645</b>
Mobilization - IRR Muster Screening	3	
Mobilization - Readiness Training	4	
Pay Group A - Clothing	0	
Pay Group F - Clothing	99	
Admin & Support - Travel	533	
Admin & Support - BAS	941	
Bonuses	9	
Pay Group A - Funeral Honors	23	
Pay Group B - SGLI	33	
<b>Education Benefits</b>	<b>884</b>	<b>\$884</b>
Basic Benefits	194	
Kicker	689	
<b>Total Pricing Increases</b>	<b>85,171</b>	<b>\$85,171</b>
<b>Program Increases:</b>		
<b>Total Pay Group A Program Increases</b>	<b>4,728</b>	<b>\$4,728</b>
AT Pay	1,341	
IDT Pay	3,236	
ATA Pay	135	
Subsistence	16	
<b>Total Pay Group P Program Increases</b>	<b>33</b>	<b>\$33</b>
Base Pay	25	
RPA	6	
Other	0	
FICA	2	

**RESERVE PERSONNEL, AIR FORCE  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	BA	AMOUNT
<b>Total Mobilization Program Increases</b>	<b>229</b>	<b>\$229</b>
Readiness Training	191	
IRR Muster/Screening	38	
<b>Total School Program Increases</b>	<b>11,802</b>	<b>\$11,802</b>
All Other Categories	11,802	
<b>Total Special Program Increases</b>	<b>27,436</b>	<b>\$27,436</b>
All Other Categories	27,436	
<b>Total Admin &amp; Support Program Increases</b>	<b>75,384</b>	<b>\$75,384</b>
Full-Time / AGR	24,635	
Pay Allowances	2,112	
Travel	4,082	
Death and Disability	0	
Bonuses	44,540	
Continuation Pay	15	
<b>Total TSP Matching Contributions Program Increases</b>	<b>1,013</b>	<b>\$1,013</b>
Total TSP Program	1,013	
<b>Total Health Professions Scholarship Program Increases</b>	<b>400</b>	<b>\$400</b>
Travel	0	
Critical Skills	400	
<b>Total Medical Financial Asst Program Increases</b>	<b>17</b>	<b>\$17</b>
Pay & Allowances	2	
All Other Categories	15	
<b>Education Benefits Program Increases</b>	<b>64</b>	<b>\$64</b>
Kicker	64	
<b>Total Program Increases</b>	<b>121,107</b>	<b>\$121,107</b>
<b>Total Increases</b>	<b>206,277</b>	<b>\$206,277</b>

**RESERVE PERSONNEL, AIR FORCE  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	BA	AMOUNT
<b>Decreases:</b>		
<b>Pricing Decreases:</b>		
<b>Retired Pay Accrual</b>		<b>(\$13,047)</b>
<b>Part-Time Rate 21.5%</b>	<b>(4,725)</b>	
Pay Group A	(2,631)	
Pay Group B	(384)	
Pay Group F	(153)	
Pay Group P	(14)	
School	(530)	
Special	(968)	
Health Professions Scholarship	(44)	
Medical Financial Asst Program	(0)	
<b>Full-Time Rate 26.6%</b>	<b>(8,322)</b>	
Admin & Support	(8,322)	
<b>Total Pricing Decreases</b>	<b>(13,047)</b>	<b>(\$13,047)</b>
<b>Program Decreases:</b>		
<b>Total Pay Group A Program Decreases</b>	<b>(2,594)</b>	<b>(\$2,594)</b>
AT Pay	(359)	
IDT Pay	(974)	
ATA Pay	(302)	
Travel	(658)	
Clothing	(300)	

**RESERVE PERSONNEL, AIR FORCE**  
**SCHEDULE OF INCREASES AND DECREASES**  
(\$ in Thousands)

	BA	AMOUNT
<b>Total Pay Group B Program Decreases</b>	<b>(777)</b>	<b>(\$777)</b>
AT Pay	(226)	
IDT Pay	(465)	
Travel	(86)	
Clothing	(0)	
<b>Total Pay Group F Program Decreases</b>	<b>(792)</b>	<b>(\$792)</b>
Pay & Allowances	(677)	
Travel	(45)	
Clothing	(70)	
<b>Total Mobilization Program Decreases</b>	<b>(1)</b>	<b>(\$1)</b>
IRR Muster/Screening	(1)	
<b>Total School Program Decreases</b>	<b>(3,685)</b>	<b>(\$3,685)</b>
All Other Categories	(3,685)	
<b>Total Special Program Decreases</b>	<b>(27)</b>	<b>(\$27)</b>
All Other Categories	(27)	
<b>Total Admin &amp; Support Program Decreases</b>	<b>(0)</b>	<b>(\$0)</b>
Death and Disability	(0)	
<b>Total Health Professions Scholarship Program Decreases</b>	<b>(1,370)</b>	<b>(\$1,370)</b>
Pay & Allowances	(396)	
All Other Categories	(974)	
<b>Total Program Decreases</b>	<b>(9,246)</b>	<b>(\$9,246)</b>
<b>Total Decreases</b>	<b>(22,293)</b>	<b>(\$22,293)</b>
<b>FY 2025 Direct Program</b>	<b>\$2,639,924</b>	<b>\$2,639,924</b>



**Section IV**  
**DETAIL OF RESERVE**  
**PERSONNEL ENTITLEMENTS**

**RESERVE PERSONNEL, AIR FORCE  
PAY GROUP A  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>BA</b>	<b>Amount</b>
<b>FY 2024 Direct Program</b>		<b>\$747,910</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
FY25 Pay Raise (4.5%, Effective 1 Jan 25)	15,397	
Annualization FY24 Pay Raise (5.2%, Effective 1 Jan 24)	5,278	
Inflation (Rate 2.2% FY25)	2,817	
FICA (Rate 7.65%, FY25 Ceiling - \$174,900)	1,581	
BAH (Rate 4.2% FY25)	930	
Clothing	0	
Other	23	
<b>Total Pricing Increases</b>	<b>26,026</b>	
<b>Program Increases:</b>		
AT Pay	1,341	
IDT Pay	3,236	
ATA Pay	135	
Subsistence	16	
<b>Total Program Increases</b>	<b>4,728</b>	
<b>Total Increases</b>		<b>\$30,754</b>

**RESERVE PERSONNEL, AIR FORCE  
PAY GROUP A  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>BA</b>	<b>Amount</b>
<b>Decreases:</b>		
<b>Pricing Decreases:</b>		
Retired Pay Accrual	(2,631)	
<b>Total Pricing Decreases</b>	<b>(2,631)</b>	
<b>Program Decreases:</b>		
AT Pay	(359)	
IDT Pay	(974)	
Additional Training Assemblies Pay	(302)	
Clothing	(300)	
Travel	(658)	
<b>Total Program Decreases</b>	<b>(2,594)</b>	
<b>Total Decreases</b>		<b>(\$5,224)</b>
<b>FY 2025 Direct Program</b>		<b>\$773,440</b>

**RESERVE PERSONNEL, AIR FORCE**  
**PAY GROUP A**  
**(\$ in Thousands)**

Estimate	FY 2025	\$773,440
Estimate	FY 2024	\$747,910
Actual	FY 2023	\$710,107

PART I - Purpose and Scope

Pay Group A provides pay and allowances for Air Force Reserve officers and enlisted personnel assigned to Reserve flying and mission support units. Pay Group A personnel are authorized 48 paid inactive duty drill periods and an annual active duty training tour of not less than 14 days (exclusive of travel time). Personnel on flying status are authorized up to 48 Additional Flying Training Periods (AFTP) each fiscal year. Personnel are authorized 24 additional Readiness Management Periods (RMPs) to accomplish unit administration and unit training preparation for Unit Training Assemblies. Included in the funds request are basic pay, government's social security contributions, subsistence, housing allowance, special and incentive pay (i.e., aviation career, medical, crew member hazardous duty pay, etc.), individual clothing and uniform allowances, travel, and retired pay accrual.

Funding provides travel and per diem for traveler identified as being in the grade of E-1 to E-7, and all other remaining eligible enlisted and officer grades designated as critical skill Duty Air Force Specialty Code that reside 150 or more miles (one way) from their unit of assignment per Defense Table of Official Distances (DTOD).

Member is authorized travel expenses (actual expense) not to exceed \$500 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304. Authorization for this entitlement is effective for travel incurred on/after 26 Feb 2018.

Program requirements are based on average strength and training participation rates for each fiscal year. The dollar rates used for pricing the program requirements are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

In FY 2025, pricing increases a total \$23.4 million due to inflation and economic factors. Program increases by \$2.1 million, to support historical execution and increased end strength to enable an array of missions to support Air Force lines of effort.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$15.4 million.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$5.3 million.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

**RESERVE PERSONNEL, AIR FORCE  
PAY GROUP A  
(\$ in Thousands)**

PART II - Justification of Funds Requested

A summary of costs by Active Duty for Training and Inactive Duty for Training:

	<u>FY 2023 Actual</u>	<u>FY 2024 Estimate</u>	<u>FY 2025 Estimate</u>
Active Duty for Training	\$249,571	\$254,754	\$263,710
Inactive Duty for Training	\$460,536	\$493,156	\$509,730
Total	\$710,107	\$747,910	\$773,440

**RESERVE PERSONNEL, AIR FORCE  
PAY GROUP A  
PAY AND ALLOWANCES, ACTIVE DUTY FOR TRAINING  
(\$ in Thousands)**

Expenses for Air Force Reserve personnel assigned to Reserve flying and mission support units are incurred for Active Duty for Training and Inactive Duty for Training in the following categories:

**Pay and Allowances, Annual Training:** These funds provide pay and allowances for personnel attending Annual Training (AT). The average strength accommodates the increases and decreases to the end strength throughout the year. The dollar rate is an annual rate, which includes Basic Pay, Retired Pay Accrual (RPA), Federal Insurance Contribution Act (FICA) contributions, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), and special and incentive pay as authorized. In FY 2025, AT Pay increases by \$6.5 million due to inflation, to include, 4.5% pay raise, increased end strength and increased travel.

**ACTIVE DUTY FOR TRAINING**

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	8,785			8,654			8,587		
Participation Rate	82.11%			82.10%			82.10%		
PAID PARTICIPANTS	7,213	\$6,274.50	\$45,258	7,105	\$6,528.50	\$46,385	7,050	\$6,750.35	\$47,590
	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	42,641			41,959			42,443		
Participation Rate	79.36%			79.37%			79.37%		
PAID PARTICIPANTS	33,842	\$3,355.98	\$113,573	33,301	\$3,492.87	\$116,316	33,685	\$3,611.73	\$121,661

Subsistence-in-Kind: Subsistence-in-kind is the number of mandays used by enlisted personnel on active duty for training. In FY 2025, Subsistence-in-Kind increases by \$10 thousand due to inflation and mandays.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	494,093			486,184			491,805		
Percent Subsisted	3.45%			3.45%			3.45%		
TOTAL	17,055	\$14.60	\$249	16,782	\$15.26	\$256	16,976	\$15.69	\$266

**RESERVE PERSONNEL, AIR FORCE**  
**PAY GROUP A**  
**PAY AND ALLOWANCES, ACTIVE DUTY FOR TRAINING**  
**(\$ in Thousands)**

Individual Clothing and Uniform Allowance:

Initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms and for prescribed clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418. In FY 2025, Individual Clothing and Uniform Allowance decreased by \$118 thousand to support change for enlisted initial replacement issue.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Initial/Additional Uniform Allowance	140	\$400.00	\$56	138	\$400.00	\$55	137	\$400.00	\$55
Organizational Issue/Replacement	277	\$1,553.31	\$430	273	\$1,593.70	\$435	271	\$1,628.76	\$441
TOTAL	417		\$486	411		\$490	408		\$496

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial/Replacement Issue	3,193	\$1,775.76	\$5,670	3,356	\$1,733.44	\$6,115	3,193	\$1,862.01	\$5,945
Organizational Issue/Replacement	1,584	\$1,274.45	\$2,019	1,584	\$1,307.59	\$2,071	1,584	\$1,336.36	\$2,117
New Uniform Replacement	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	4,777		7,689	4,940		8,186	4,777		8,062

Travel: Travel and per diem allowances for personnel while performing active duty for training. In FY 2025, travel increases by \$2.5 million to support the increased participation.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	7,213	\$2,051.44	\$14,797	7,105	\$2,104.78	\$14,954	7,050	\$2,151.09	\$15,165
Enlisted	33,842	\$1,995.13	\$67,519	33,301	\$2,047.00	\$68,167	33,685	\$2,092.03	\$70,470
TOTAL	41,055		\$82,316	40,406		\$83,121	40,735		\$85,635

**RESERVE PERSONNEL, AIR FORCE  
PAY GROUP A  
PAY AND ALLOWANCES, INACTIVE DUTY TRAINING  
(\$ in Thousands)**

Pay and Allowances, Inactive Duty Training (IDT):

These funds provide pay and allowances for personnel attending IDT, to include, Unit Training Assemblies (UTA), Additional Training Assemblies (ATA), Readiness Management Periods (RMP), Military Funeral Honors (MFH), and Additional Flight Training Periods (AFTP) for aviators and primary aircrew members. The average strength shown for unit training reflects gains and losses to end strength throughout the year. The dollar rate is an annual rate, which includes Basic Pay, Retired Pay Accrual (RPA), and FICA. In FY 2025, IDT pay increases by \$17.6 million due to inflation, to include, 4.5% pay raise and increased participation of our enlisted personnel.

	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b>Officers</b>									
Unit Training									
Average Strength	8,785			8,654			8,587		
Participation Rate	83.80%			83.80%			83.80%		
PAID PARTICIPANTS	7,362	\$16,740.70	\$123,245	7,252	\$20,013.65	\$145,139	7,196	\$20,617.70	\$148,365
Additional Training Assemblies:									
Flight Training	79,048	\$416.10	\$32,892	77,872	\$432.16	\$33,653	77,271	\$446.53	\$34,504
Readiness Management Periods	10,742	\$501.21	\$5,384	10,583	\$520.85	\$5,512	10,501	\$538.45	\$5,654
Military Funeral Honors	16	\$433.31	\$7	16	\$460.81	\$7	16	\$475.06	\$8
<b>TOTAL</b>			\$161,528			\$184,311			\$188,531
<b>Enlisted</b>									
Unit Training									
Average Strength	42,641			41,959			42,443		
Participation Rate	84.54%			84.53%			84.54%		
PAID PARTICIPANTS	36,047	\$7,594.00	\$273,741	35,470	\$7,942.23	\$281,711	35,880	\$8,208.84	\$294,533
Additional Training Assemblies:									
Flight Training	28,507	\$225.94	\$6,441	28,050	\$234.66	\$6,582	28,379	\$242.46	\$6,881
Readiness Management Periods	17,002	\$289.37	\$4,920	16,730	\$300.76	\$5,032	16,922	\$310.97	\$5,262
Military Funeral Honors	202	\$277.57	\$56	206	\$286.44	\$59	206	\$295.58	\$61
<b>TOTAL</b>			\$285,158			\$293,384			\$306,737



**RESERVE PERSONNEL, AIR FORCE  
PAY GROUP A  
PAY AND ALLOWANCES, INACTIVE DUTY TRAINING  
(\$ in Thousands)**

**Subsistence-in-Kind:** Funds provide subsistence to enlisted personnel while on Annual Training (average 15 days). The subsistence rates are shown as a daily rate equivalent. In FY 2025, Subsistence-in-Kind increases by \$44 thousand due to inflation and increased participation.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	1,436,073			1,413,099			1,429,409		
Percent Subsisted	5.13%			5.13%			5.13%		
<b>TOTAL</b>	<b>73,699</b>	<b>\$14.60</b>	<b>\$1,076</b>	<b>72,520</b>	<b>\$15.26</b>	<b>\$1,107</b>	<b>73,357</b>	<b>\$15.69</b>	<b>\$1,151</b>

**Travel:** Funding provides travel and per diem for traveler identified as being in the grade of E-1 to E-7, and all other remaining eligible enlisted and officer grades designated as critical skill Duty Air Force Specialty Code that reside 150 or more miles (one way) from their unit of assignment per Defense Table of Official Distances (DTOD). Member is authorized travel expenses (actual expense) NTE \$500 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304. In FY 2025, travel decreased by \$1 million based on historical execution and participation.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	1,050	\$3,180.95	\$3,340	1,187	\$2,842.98	\$3,875	1,026	\$3,335.45	\$3,422
Enlisted	2,823	\$3,341.83	\$9,434	3,056	\$3,167.30	\$10,479	2,822	\$3,504.15	\$9,889
<b>TOTAL</b>	<b>3,873</b>		<b>\$12,774</b>	<b>4,243</b>		<b>\$14,354</b>	<b>3,848</b>		<b>\$13,311</b>

**RESERVE PERSONNEL, AIR FORCE  
PAY GROUP B  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>BA</b>	<b>Amount</b>
<b>FY 2024 Direct Program</b>		<b>\$110,156</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
FY25 Pay Raise (4.5%, Effective 1 Jan 25)	2,249	
Annualization FY24 Pay Raise (5.2%, Effective 1 Jan 24)	771	
Inflation (Rate 2.2% FY25)	328	
FICA (Rate 7.65%, FY25 Ceiling - \$174,900)	231	
BAH (Rate 4.2% FY25)	153	
Other	33	
<b>Total Pricing Increases</b>	<b>3,765</b>	
<b>Program Increases:</b>		
<b>Total Program Increases</b>	<b>0</b>	
<b>Total Increases</b>		<b>\$3,765</b>
<b>Decreases:</b>		
<b>Pricing Decreases:</b>		
Retired Pay Accrual	(384)	
<b>Total Pricing Decreases</b>	<b>(384)</b>	
<b>Program Decreases:</b>		
AT Pay	(226)	
IDT Pay	(465)	
Clothing	(0)	
Travel	(86)	
<b>Total Program Decreases</b>	<b>(777)</b>	
<b>Total Decreases</b>		<b>(\$1,161)</b>
<b>FY 2025 Direct Program</b>		<b>\$112,760</b>

**RESERVE PERSONNEL, AIR FORCE**  
**PAY GROUP B**  
**(\$ in Thousands)**

Estimate	FY 2025	\$112,760
Estimate	FY 2024	\$110,156
Actual	FY 2023	\$104,254

PART I - Purpose and Scope

Pay Group B provides pay and allowances for Air Force Reserve officers and enlisted personnel not assigned to Reserve flying or mission support units, but who do have individual wartime mobilization assignments. Pay Group B individuals are designated as Individual Mobilization Augmentees (IMAs) and perform their training with the organization in which they are assigned. Personnel are authorized 24 to 48 paid inactive duty drill periods each fiscal year and an annual active-duty training tour of 12 to 14 days (exclusive of travel time). These Reservists will meet active force shortages during the early phase of war or general mobilization. Included in the funds are basic pay, government's social security contributions, subsistence, housing allowances, special and incentive pay (i.e., aviation career, medical, crew member hazardous duty pay, etc.), individual clothing and uniform allowances, travel and retired pay accrual.

In FY 2025, pricing increases total \$3.4 million due to inflation and economic factors.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$2.2 million.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$771 thousand.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

**RESERVE PERSONNEL, AIR FORCE  
PAY GROUP B  
(\$ in Thousands)**

PART II - Justification of Funds Requested

A summary of costs by Active Duty for Training and Inactive Duty for Training:

	<u><b>FY 2023 Actual</b></u>	<u><b>FY 2024 Estimate</b></u>	<u><b>FY 2025 Estimate</b></u>
Active Duty for Training	\$42,877	\$43,306	\$44,314
Inactive Duty for Training	\$61,377	\$66,850	\$68,446
TOTAL	\$104,254	\$110,156	\$112,760

**RESERVE PERSONNEL, AIR FORCE  
PAY GROUP B  
PAY AND ALLOWANCES, ACTIVE DUTY FOR TRAINING  
(\$ in Thousands)**

Pay and Allowances, Annual Training (AT)

These funds provide pay and allowances for personnel performing annual training with their proponent agencies/gaining units. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual (RPA), Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), FICA, Special and Incentive pay. In FY 2025, AT pay increases by \$820 thousand due to inflation, to include the 4.5% pay raise.

<u>Pay and Allowances:</u>	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Average Strength	4,588			4,437			4,400		
Participation Rate	76.79%			76.79%			76.79%		
PAID PARTICIPANTS	3,523	\$6,728.07	\$23,703	3,407	\$7,003.69	\$23,862	3,379	\$7,244.58	\$24,479
	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	2,793			2,781			2,769		
Participation Rate	57.68%			57.68%			57.68%		
PAID PARTICIPANTS	1,611	\$4,116.08	\$6,631	1,604	\$4,284.06	\$6,872	1,597	\$4,430.26	\$7,075

**RESERVE PERSONNEL, AIR FORCE  
PAY GROUP B  
PAY AND ALLOWANCES, ACTIVE DUTY FOR TRAINING  
(\$ in Thousands)**

**Individual Clothing and Uniform Allowance:** Initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms and for prescribed clothing for enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418. In FY 2025, enlisted Individual Clothing and Uniform Allowance increases by \$2 thousand due to inflation, to include, 4.5% pay raise.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Initial and Additional	30	\$400.00	\$12	29	\$400.00	\$12	29	\$400.00	\$12
Organization	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	30		\$12	29		\$12	29		\$12

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial Replacement	49	\$1,816.33	\$89	49	\$1,863.55	\$91	49	\$1,904.55	\$93
Organization	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	49		\$89	49		\$91	49		\$93

**Travel:** Travel and per diem allowances for personnel while performing annual training. In FY 2025, travel increases by \$186 thousand due to inflation.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	3,523	\$2,336.36	\$8,231	3,407	\$2,397.11	\$8,167	3,379	\$2,449.85	\$8,278
Enlisted	1,611	\$2,613.90	\$4,211	1,604	\$2,681.86	\$4,302	1,597	\$2,740.86	\$4,377
TOTAL	5,134		\$12,442	5,011		\$12,469	4,976		\$12,655

**RESERVE PERSONNEL, AIR FORCE  
PAY GROUP B  
PAY AND ALLOWANCES, INACTIVE DUTY TRAINING  
(\$ in Thousands)**

Pay and Allowances, Inactive Duty Training (IDT)

These funds provide pay and allowances for personnel attending IDT. The dollar rate is an annual rate, which includes Basic Pay, Retired Pay Accrual (RPA), and FICA contributions. In FY25, IDT pay increases by \$1.6 million due to inflation.

Pay and Allowances: Pay and allowances for personnel attending inactive duty for training.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	4,588			4,437			4,400		
Participation Rate	88.95%			88.95%			88.95%		
PAID PARTICIPANTS	4,081	\$11,869.39	\$48,439	3,947	\$13,092.22	\$51,675	3,914	\$13,513.29	\$52,891

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	2,793			2,781			2,768		
Participation Rate	71.07%			71.07%			71.07%		
PAID PARTICIPANTS	1,985	\$6,215.62	\$12,338	1,976	\$7,367.91	\$14,559	1,967	\$7,588.21	\$14,926

Travel: These funds provide transportation costs and per diem allowances for personnel attending inactive duty training. In FY 2025, travel funding increase of \$13 thousand due to inflation.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers	246	\$1,841.46	\$453	246	\$1,889.34	\$465	246	\$1,930.91	\$475
Enlisted	60	\$2,450.00	\$147	60	\$2,513.70	\$151	60	\$2,569.00	\$154
TOTAL	306		\$600	306		\$616	306		\$629

**RESERVE PERSONNEL, AIR FORCE  
PAY GROUP B  
REIMBURSABLE REQUIREMENTS  
(\$ in Thousands)**

Reimbursable Requirements (Selective Service System): Reimbursable requirements are in addition to funds requested for direct program requirements. Headquarters Readiness and Integration Organization (RIO) will provide up to 34 individual Mobilization Augmentees (IMA) officers to fill Reserve Forces Officer (RFP) positions within the Selective Service System (SSS). In FY 2025, reimbursements increase by \$11 thousand due to inflation.

	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	31	\$16,000.00	\$496	31	\$16,290.32	\$505	31	\$16,645.16	\$516
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	31		\$496	31		\$505	31		\$516



**RESERVE PERSONNEL, AIR FORCE  
TRAINING, PAY GROUP F  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>BA</b>	<b>Amount</b>
<b>FY 2024 Direct Program</b>		<b>\$51,227</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
FY25 Pay Raise (4.5%, Effective 1 Jan 25)	897	
Annualization FY24 Pay Raise (5.2%, Effective 1 Jan 24)	307	
Inflation (Rate 2.2% FY25)	76	
FICA (Rate 7.65%, FY25 Ceiling - \$174,900)	92	
BAH (Rate 4.2% FY25)	372	
Clothing	99	
<b>Total Pricing Increases</b>	<b>1,843</b>	
<b>Program Increases:</b>		
<b>Total Program Increases</b>	<b>0</b>	
<b>Total Increases</b>		<b>\$1,843</b>
<b>Decreases:</b>		
<b>Pricing Decreases:</b>		
Retired Pay Accrual Rate Dec	(153)	
<b>Total Pricing Decreases</b>	<b>(153)</b>	
<b>Program Decreases:</b>		
AT Pay	(677)	
Clothing	(70)	
Travel	(45)	
<b>Total Program Decreases</b>	<b>(792)</b>	
<b>Total Decreases</b>		<b>(\$945)</b>
<b>FY 2025 Direct Program</b>		<b>\$52,126</b>

**RESERVE PERSONNEL, AIR FORCE  
TRAINING, PAY GROUP F  
(\$ in Thousands)**

Estimate	FY 2025	\$52,126
Estimate	FY 2024	\$51,227
Actual	FY 2023	\$42,836

PART I - Purpose and Scope

Pay Group F provides for pay and allowances, including government's social security contributions, clothing, subsistence, travel, retired pay accrual and annual leave accrued at the rate of 2 1/2 days per month for enlisted personnel assigned to the non-prior service program. The purpose of this program is to recruit and train non-prior service personnel to fill specific unit vacancies not attainable from prior service enlisted sources. Individuals receive basic and technical training for their selected Air Force specialties.

Program requirements are based on the average number of trainees for each fiscal year. The dollar rates used for pricing the program requirements are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

In FY 2025, pricing increases total \$1.7 million due to inflation and economic factors. Program decreased by \$792 thousand due to the projected decrease in the number of paid participants. The budget request supports our current outlook which supports an executable recruiting and accession goals. Our plan is to facilitate and increase age limits to 42 years by approval of waivers for recruiting standards, i.e., to include appearance, conduct and medical.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$899 thousand.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$307 thousand.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

**RESERVE PERSONNEL, AIR FORCE  
TRAINING, PAY GROUP F  
DETAIL OF REQUIREMENTS  
(\$ in Thousands)**

Part II - Justification for Funds Requested

Expenses for non-prior service personnel are incurred for Active Duty Training in the following categories:

Pay and Allowances: These funds provide for pay and allowances of enlisted personnel attending Initial Active Duty for Training. The dollar rate is an annual rate which includes Basic Pay and allowances, Retired Pay Accrual (RPA), FICA. This calculation uses an estimated number of participants rather than the average strength. In FY 2025, Initial Active-Duty Training (IADT) pay increases by \$852 thousand due to inflation, which includes the 4.5% pay raise.

	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Number of Trainees	1,800			2,069			2,037		
Participation Rate	100.00%			100.00%			100.00%		
Paid Trainees	1,800	\$20,279.45	\$36,503	2,069	\$21,457.60	\$43,759	2,037	\$21,900.58	\$44,611

Individual Clothing and Uniform Allowance: Prescribed clothing for non-prior service enlisted personnel as authorized by the Secretary of Defense under the provisions of 37 U.S.C. 418. In FY 2025, Individual Clothing and Uniform Allowance increased by \$29 thousand due to projected decrease in the number of paid participants.

	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Clothing	1,800	\$2,142.22	\$3,856	2,069	\$2,229.79	\$4,547	2,037	\$2,246.27	\$4,576

Travel: These funds pay for travel of all enlisted personnel to and from their Initial Active Duty for Training installation. This includes transportation for enlisted personnel who travels to Lackland AFB TX for Basic Military Training and follow-on technical training. In FY 2025, travel pay increased by \$18 thousand due to inflation.

	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Travel	1,800	\$1,376.11	\$2,477	2,069	\$1,432.36	\$2,921	2,037	\$1,442.96	\$2,939

**RESERVE PERSONNEL, AIR FORCE  
TRAINING, PAY GROUP P  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>BA</b>	<b>Amount</b>
<b>FY 2024 Direct Program</b>		<b>\$3,074</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
FY25 Pay Raise (4.5%, Effective 1 Jan 25)	82	
Annualization FY24 Pay Raise (5.2%, Effective 1 Jan 24)	28	
Inflation (Rate 2.2% FY25)	0	
FICA (Rate 7.65%, FY25 Ceiling - \$174,900)	9	
<b>Total Pricing Increases</b>	<b>119</b>	
<b>Program Increases:</b>		
IDT Pay	33	
<b>Total Program Increases</b>	<b>33</b>	
<b>Total Increases</b>		<b>\$152</b>
<b>Decreases:</b>		
<b>Pricing Decreases:</b>		
Retired Pay Accrual	(14)	
<b>Total Pricing Decreases</b>	<b>(14)</b>	
<b>Program Decreases:</b>		
<b>Total Program Decreases</b>	<b>0</b>	
<b>Total Decreases</b>		<b>(\$14)</b>
<b>FY 2025 Direct Program</b>		<b>\$3,212</b>

**RESERVE PERSONNEL, AIR FORCE  
TRAINING, PAY GROUP P  
(\$ in Thousands)**

Estimate	FY 2025	\$3,212
Estimate	FY 2024	\$3,074
Actual	FY 2023	\$2,732

PART I - Purpose and Scope

Pay Group P are unit non-prior service personnel recruited into the Air Force Reserve who have not yet begun Initial Active Duty Training (IADT). Program funds participation in drill periods for non-prior service personnel awaiting Basic Military Training (BMT). Beginning in FY 2011, Development and Training Flights (DTF) were established to provide structured training during drill periods with the goal of achieving higher retention. Category P personnel are authorized a minimum of one and up to 48 IDT periods for the purpose of enlisting and in-processing for pay and points and to participate in training prior to IADT.

In FY 2025, pricing increases by \$105 thousand due to inflation and economic factors. Program increased by \$33 thousand due to the projected increase in strength and drills.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$82 thousand.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$28 thousand.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

**RESERVE PERSONNEL, AIR FORCE  
TRAINING, PAY GROUP P  
DETAIL REQUIREMENTS  
(\$ in Thousands)**

Part II - Justification of Funds Requested

These funds provide for the pay of enlisted personnel awaiting Initial Active Duty Training (IADT). These personnel are assigned to a Development and Training Flight (DTF) and are authorized a minimum of one and up to 48 IDT periods for the purpose of enlisting and in-processing for pay and points and to participate in training prior to IADT. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual, and FICA. In FY 2025, IDT pay, and allowances funding increased by \$138 thousand due to inflation, which includes the 4.5% pay raise, and increased end strength.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount
<u>Unit Training:</u>												
Non-Prior Service Drill	1,286	34,083	\$80.17	\$2,732	1,392	36,892	\$83.32	\$3,074	1,407	37,290	\$86.14	\$3,212

**RESERVE PERSONNEL, AIR FORCE  
MOBILIZATION TRAINING  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>BA</b>	<b>Amount</b>
<b>FY 2024 Direct Program</b>		<b>\$100</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
Readiness Training	4	
IRR Muster/Screening	3	
<b>Total Pricing Increases</b>	<b>7</b>	
<b>Program Increases:</b>		
Readiness Training	191	
IRR Muster/Screening	38	
<b>Total Program Increases</b>	<b>229</b>	
<b>Total Increases</b>		<b>\$236</b>
<b>Decreases:</b>		
<b>Pricing Decreases:</b>		
<b>Total Pricing Decreases</b>	<b>0</b>	
<b>Program Decreases:</b>		
IRR Muster/Screening	(1)	
<b>Total Program Decreases</b>	<b>(1)</b>	
<b>Total Decreases</b>		<b>(\$1)</b>
<b>FY 2025 Direct Program</b>		<b>\$335</b>

**RESERVE PERSONNEL, AIR FORCE  
MOBILIZATION TRAINING  
(\$ in Thousands)**

Estimate	FY 2025	\$335
Estimate	FY 2024	\$100
Actual	FY 2023	\$30

PART I – Purpose and Scope

Mobilization Training provides for pay and travel of Air Force Reserve Selected Individual Ready Reserve (IRR) personnel called to active duty as authorized for Training and for Individual Ready Reserve personnel required to perform active duty for training to fulfill an enlistment commitment. Also included in this section are funds to screen Individual Ready Reserve members annually.

The IRR Muster Program exists to enhance readiness and ensure the Air Force can "reach out and touch" members of the IRR population when called upon to do so. Program objectives are to provide overall structure to gather and maintain IRR Airmen contact and physical condition information, thereby increasing efficiency of the activation process for total or full mobilization. Specifically, the muster program strives to enhance readiness, boost combat capability, streamline procedures and improve system support. The concept is to ensure the Nation always has a warrior bank of mission ready reservists for mobilization and Air Force augmentation when needed.

Program requirements are based on the estimated number of personnel who qualify for additional training each fiscal year. The dollar rates used for pricing the program requirements are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

In FY 2025, pricing increases total \$7 thousand due to inflation and economic factors. Program increases by \$228 thousand to update the IRR readiness training which occurs every other year and support our annual muster. In FY 2025, our plan is to add five additional musters and reinvigorate the program post COVID to support affiliation bonus increases.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).



**RESERVE PERSONNEL, AIR FORCE  
MOBILIZATION TRAINING  
(\$ in Thousands)**

PART II - Justification of Funds Requested

IRR Readiness Training: Travel for selected IRR members performing Biennial Push-Pull Mobilization exercises as authorized in critical wartime positions. Training is a minimum of three days of active-duty training. The Reserve pays for transportation and per diem, as authorized. Pay and allowances are funded by the Active-Duty appropriation. In FY 2025, Readiness Training increases by \$195 thousand due to increased participation, to include travel, postage paid return envelopes, initial volunteer solicitation letters and certified orders.

IRR Muster/Screening: Allowance for IRR members selected to participate in the annual Muster/Screening. Call-up is for a maximum of one day and the pay is 125% of the per diem rate, for the United States (other than Alaska and Hawaii) as authorized in Title 37, Section 433. In FY 2025, Muster/ Screening increases by \$40 thousand due to inflation.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Readiness Training</u>												
Officer	0	0	\$0.00	\$0	0	0	\$0.00	\$0	25	25	\$600.00	\$15
Enlisted	0	0	\$0.00	\$0	0	0	\$0.00	\$0	300	300	\$600.00	\$180
Subtotal	0	0		\$0	0	0		\$0	325	325		\$195
	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>IRR Muster/Screening</u>												
Officer	17	17	\$235.29	\$4	56	56	\$250.00	\$14	50	50	\$260.00	\$13
Enlisted	108	108	\$240.74	\$26	347	347	\$247.84	\$86	500	500	\$254.00	\$127
Subtotal	125	125		\$30	403	403		\$100	550	550		\$140
	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Total Mobilization</u>												
Officer	17	17	\$235.29	\$4	56	56	\$250.00	\$14	75	75	\$373.33	\$28
Enlisted	108	108	\$240.74	\$26	347	347	\$247.84	\$86	800	800	\$383.75	\$307
TOTAL	125	125		\$30	403	403		\$100	875	875		\$335

**RESERVE PERSONNEL, AIR FORCE  
SCHOOL TRAINING  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>Amount</b>
<b>FY 2024 Direct Program</b>	<b>\$208,363</b>
<b>Increases:</b>	
<b>Pricing Increases:</b>	
FY25 Pay Raise (4.5%, Effective 1 Jan 25)	3,102
Annualization FY24 Pay Raise (5.2%, Effective 1 Jan 24)	1,063
FICA (Rate 7.65%, FY25 Ceiling - \$174,900)	319
BAH (Rate 4.2% FY25)	1,611
Inflation (Rate 2.2% FY25)	1,355
<b>Total Pricing Increases</b>	<b>7,450</b>
<b>Program Increases:</b>	
Initial Skills Acquired	381
Refresh & Proficiency	2,129
Officer Candidate School	338
Career Development Training	1,869
Undergrad Pilot Training	4,874
Unit Conversion Training	2,059
Recruiter Training	152
<b>Total Program Increases</b>	<b>11,802</b>
<b>Total Increases</b>	<b>\$19,252</b>

**RESERVE PERSONNEL, AIR FORCE  
SCHOOL TRAINING  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>Amount</b>
<b>Decreases:</b>	
<b>Pricing Decreases:</b>	
Retired Pay Accrual	(530)
<b>Total Pricing Decreases</b>	<b>(530)</b>
<b>Program Decreases:</b>	
Initial Skills Acquired	(2,700)
Officer Candidate School	(869)
Undergrad Pilot Training	(116)
<b>Total Program Decreases</b>	<b>(3,685)</b>
<b>Total Decreases</b>	<b>(\$4,215)</b>
<b>FY 2025 Direct Program</b>	<b>\$223,400</b>

**RESERVE PERSONNEL, AIR FORCE**  
**SCHOOL TRAINING**  
**(\$ in Thousands)**

Estimate	FY 2025	\$223,400
Estimate	FY 2024	\$208,363
Actual	FY 2023	\$202,752

PART I - Purpose and Scope

School Training provides for pay and allowances including government's social security contribution, subsistence, travel, per diem, and retired pay accrual for Air Force Reserve personnel performing tours of active duty to attend formal schools. The school program for the Air Force Reserve is designed to increase the mobilization potential and readiness skill levels of Reservists through training that cannot be achieved through other means, and to cross train in related career fields. The courses vary from approximately 5 to 339 days in length. The courses are the same as those offered to the regular Air Force, and with minor exceptions. Reservist may attend any course offered to members of the regular Air Force.

Program requirements are based on the estimated number of personnel who will require formal school training for each fiscal year.

In FY 2025, pricing increases total \$6.9 million due to inflation and economic factors. Program increases by \$8.1 million to support the increase in number of personnel who will require formal school training.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$3.1 million.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$1.1 million.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

**RESERVE PERSONNEL, AIR FORCE  
SCHOOL TRAINING  
(\$ in Thousands)**

PART II - Justification of Funds Requested

The school tours are programmed and budgeted in seven separate categories as follows:

Career Development Training: Provides deliberate, continuous, sequential, and progressive military professional education programs of varying lengths. This training occurs at Air Force Service Schools, other service schools, and civilian education institutions. Career Development Training funds provide the pay and allowances for Reserve Airmen to instruct and support training at Air Force Reserve schools. Experience has dictated greater reliance on formal schools, rather than correspondence courses and OJT for these specialties. School Training estimates are based on the number of participants. Career Development training advances the unit readiness and provides the foundation for exercising effective mission command. Trained leaders support Sustainable Readiness by being better prepared for the complexities of the operational environment both today and in the future. In FY 2025, Career Development Training increases by \$3.1 million to support the increased number of workdays required for both officers and enlisted personnel to attend courses such as Inter-American Defense College, College of Information and Cyberspace, Fundamentals of Instruction and Air Reserve Component Seminar-Air Command and Staff College.

	FY 2023 Actual				FY 2024 Estimate				FY 2025 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,345	36,324	\$553.70	\$20,113	1,226	33,096	\$575.31	\$19,041	1,279	34,526	\$593.96	\$20,507
Enlisted	2,115	50,750	\$353.14	\$17,922	1,950	46,790	\$366.48	\$17,148	2,069	49,648	\$377.90	\$18,762
TOTAL	3,460	87,075		\$38,035	3,175	79,887		\$36,188	3,347	84,174		\$39,269

Initial Skill Acquisition Training: Provides training to acquire initial military and/or specialty skills and retraining of Officer and Enlisted personnel. Courses provide initial technical training in other than aircrew skills. It includes initial skill training of officers and enlisted personnel and retraining of officers and enlisted personnel into another military occupational field. The training is conducted primarily in Air Education and Training Command schools for both Active force and Reserve students. Many of these courses are self-paced. Specific course selection and length of training are tailored to the individual's previous experience. Specific course selection and length are dependent upon the skill or specialty. The level of training in this category is determined by actual and projected vacancies in critical skills. Initial Skill Acquisition training estimates are based on the number of participants, which is impacted by end strength. In FY 2025, Initial Skill Acquisition Training decreased by \$884 thousand based on previous years decreased recruiting the past two years.

	FY 2023 Actual				FY 2024 Estimate				FY 2025 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	256	16,112	\$416.08	\$6,704	235	14,783	\$432.67	\$6,396	249	15,662	\$446.88	\$6,999
Enlisted	1,340	100,510	\$329.59	\$33,127	1,611	120,795	\$342.21	\$41,337	1,505	112,906	\$352.95	\$39,850
TOTAL	1,596	116,622		\$39,831	1,845	135,578		\$47,733	1,754	128,567		\$46,849

Officer Training School: Officer Training School (OTS) provides a 12-week course of pre-commissioning training for selected enlisted personnel. The number of Airmen participating is determined by the number of qualified Airmen approved for attendance and officer vacancies in Reserve units. Provides training for officers attending the Academy of Military Science course and the Commissioned Officer Training Course or the Reserve Commissioned Officer Training Course. OTS estimates are based on the number of participants, which is impacted by end strength. Newly commissioned officers graduating from OTS are assigned to Reserve units and positions for which they are qualified. In FY 2025, OTS decreased by \$323 thousand due to projected estimated candidates.

	FY 2023 Actual				FY 2024 Estimate				FY 2025 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	255	4,330	\$387.31	\$1,677	293	4,988	\$402.56	\$2,008	343	5,826	\$415.70	\$2,422
Enlisted	146	9,076	\$362.82	\$3,293	220	13,618	\$376.48	\$5,127	182	11,309	\$388.18	\$4,390
TOTAL	401	13,406		\$4,970	513	18,605		\$7,135	525	17,136		\$6,812

**RESERVE PERSONNEL, AIR FORCE  
SCHOOL TRAINING  
(\$ in Thousands)**

**Refresher and Proficiency Training:** Provides training to attain and maintain the required level of proficiency in the specific military specialty for which a member has been initially qualified. It includes advanced technical training in non-aircrew skills, on-the-job training for OTS graduates, and qualification training for aircrew members. Other training for flight medical personnel, instructor pilot courses, and survival training required for all Air Force personnel. In FY 2025, Refresher and Proficiency Training increased by \$2.9 million based on increased number of workdays to ensure strategic and surge capacity to enable National Defense Strategy.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	585	30,417	\$535.10	\$16,276	482	25,073	\$556.13	\$13,944	542	28,172	\$574.26	\$16,178
Enlisted	965	25,102	\$335.35	\$8,418	910	23,656	\$348.01	\$8,232	955	24,820	\$358.83	\$8,906
TOTAL	1,550	55,519		\$24,694	1,392	48,729		\$22,176	1,496	52,991		\$25,084

**Undergraduate Pilot/Navigator and Aircrew Training:** Supports Air Force Reserve Airmen who volunteer to train as pilots in the aviation field. The basic Undergraduate Pilot Training (UPT) course lasts approximately 50 weeks while Undergraduate Navigator Training (UNT) ranges from 48-78 weeks depending on the weapon system. In FY 2025, funding increased by \$7.7 million based on the number of workdays required for both officer and enlisted personnel to attend courses such as Air Force Fundamentals, Advanced Crew Aircraft Fundamentals Training, Special Survival Training, Combat Survival Training, and Emergency Parachute Training.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,035	127,291	\$413.63	\$52,652	976	120,032	\$429.95	\$51,608	1,068	131,368	\$443.99	\$58,326
Enlisted	950	99,736	\$314.37	\$31,354	994	104,350	\$326.43	\$34,063	990	103,995	\$336.70	\$35,015
TOTAL	1,985	227,027		\$84,006	1,970	224,381		\$85,671	2,058	235,362		\$93,341

**RESERVE PERSONNEL, AIR FORCE  
SCHOOL TRAINING  
(\$ in Thousands)**

Unit Conversion Training: Supports aircrew personnel formal school courses for changes in unit mission, aircraft model, or support equipment. This provides some advanced technical training for non-aircrew personnel. In FY 2025, funding increased by \$2.4 million based on the number of workdays required for officer personnel to support conversion for F-16 to F-35, KC-135 to KC-46A, HH-60G to HH-60W, and standup of MH-139.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	129	9,030	\$554.57	\$5,008	120	8,394	\$576.34	\$4,838	145	10,129	\$595.10	\$6,028
Enlisted	312	15,605	\$367.64	\$5,737	231	11,529	\$381.71	\$4,401	286	14,306	\$393.68	\$5,632
TOTAL	441	24,636		\$10,745	350	19,923		\$9,238	431	24,435		\$11,660

Recruiter Training: Supports four weeks training for selected Air Force Reserve enlisted personnel to enhance their capabilities as a recruiter. In FY 2025, funding increased \$163 thousand to support increased number of trained recruiters to accelerate end-strength growth.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
Enlisted	26	1,142	\$412.44	\$471	12	518	\$428.16	\$222	20	872	\$441.58	\$385
TOTAL	26	1,142		\$471	12	518		\$222	20	872		\$385

**TOTAL SCHOOL TRAINING**

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	3,605	223,505	\$458.29	\$102,430	3,332	206,365	\$474.08	\$97,833	3,625	225,683	\$489.45	\$110,460
Enlisted	5,854	301,921	\$332.28	\$100,322	5,926	321,255	\$344.06	\$110,530	6,007	317,855	\$355.32	\$112,940
TOTAL	9,459	525,426		\$202,752	9,257	527,620		\$208,363	9,632	543,538		\$223,400

**RESERVE PERSONNEL, AIR FORCE  
SPECIAL TRAINING  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	BA	Amount
<b>FY 2024 Direct Program</b>		<b>\$351,289</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
FY25 Pay Raise (4.5%, Effective 1 Jan 25)	5,690	
Annualization FY24 Pay Raise (5.2%, Effective 1 Jan 24)	1,950	
FICA (Rate 7.65%, FY25 Ceiling - \$174,900)	585	
BAH (Rate 4.2% FY25)	2,835	
Inflation (Rate 2.2% FY25)	442	
<b>Total Pricing Increases</b>	<b>11,503</b>	
<b>Program Increases:</b>		
Cmd & Staff Supervision	1,000	
Exercises	14,938	
Management Support	8,011	
Operational Training	2,303	
Unit Conversion	188	
Service Mission/Mission Support	478	
Yellow Ribbon	518	
<b>Total Program Increases</b>	<b>27,436</b>	
<b>Total Increases</b>		<b>\$38,939</b>



**RESERVE PERSONNEL, AIR FORCE  
SPECIAL TRAINING  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>BA</b>	<b>Amount</b>
<b>Decreases:</b>		
<b>Pricing Decreases:</b>		
Retired Pay Accrual	(968)	
<b>Total Pricing Decreases</b>	<b>(968)</b>	
<b>Program Decreases:</b>		
Competitive Events	(11)	
Service Mission/Mission Support	(16)	
<b>Total Program Decreases</b>	<b>(27)</b>	
<b>Total Decreases</b>		<b>(\$995)</b>
<b>FY 2025 Direct Program</b>		<b>\$389,233</b>

**RESERVE PERSONNEL, AIR FORCE  
SPECIAL TRAINING  
(\$ in Thousands)**

Estimate	FY 2025	\$389,233
Estimate	FY 2024	\$351,289
Actual	FY 2023	\$382,991

PART I - Purpose and Scope

Special Training provides pay and allowances including government's social security contribution, subsistence, travel, per diem, and retired pay accrual for Selected Air Force Reserve officers and enlisted personnel who will perform tours of paid active duty for training other than those covered by Pay Groups A, B, F, and School Training. Tours include JCS Exercises, USAF Mission Support, Conversions, Recruiting and other special training necessary to improve combat proficiency and increase mobilization readiness of Air Force Reserve units.

The Seasoning Training Program (STP) was established in FY 2007 and is designed to accelerate the training cycle by allowing 3-Skill Level reserve members to voluntarily remain on Active Duty for Training (ADT) orders until trained and mission ready. The objective of the program is to increase the pool of individuals available to support Overseas Contingency Operations tasking and to reduce the time it takes an individual to achieve skill level progression.

Program requirements are based on the estimated number of personnel who will require additional active-duty training, other than Annual Training, Unit Training Assemblies and Additional Flying Training Periods, for each fiscal year. The dollar rates used for pricing the program requirements are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

In FY 2025, pricing increases total \$10.5 million due to inflation and economic factors. Program increases by \$33.4 million to support the increase in the number of workdays required for exercises, management support and operational training. In FY 2025, Air Force Reserve used a hybrid approach on the methodology for Special Training by using historical execution and factors such as increased exercises, upcoming unit conversions, etc.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$5.7 million.  
 Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$2.0 million.  
 Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

**RESERVE PERSONNEL, AIR FORCE  
SPECIAL TRAINING  
(\$ in Thousands)**

**PART II - Justification of Funds Requested**

The special training activities are programmed and budgeted in nine separate categories as follows. In addition, counterdrug funds for special training are reprogrammed from an OSD appropriation in the year of execution.

**Competitive Events:** Air Force Reserve participation in the annual Congress of the Interallied Confederation of Reserve Officers (CIOR), a quasi-official Reserve organization which cooperates with and supports the policies of the North Atlantic Treaty Organization (NATO). Each year, the CIOR holds an annual Congress in one of the NATO countries and, in conjunction, a series of military pentathlon-type competitions are held involving Reserve officer teams from member nations as part of the Congress' activities. The competition consists of a running obstacle course (500 meters and 50 obstacles), a swimming obstacle course (50 meters and four obstacles in utility uniform), shooting (rifle, pistol, and submachine gun), and orienteering (10–14-kilometer land navigation course using map, compass, and visual orientation). In FY 2025, funding decreased by \$8 thousand based on projected competitive events.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	26	153	\$626.28	\$96	32	191	\$648.10	\$124	29	174	\$667.11	\$116
Enlisted	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
TOTAL	26	153		\$96	32	191		\$124	29	174		\$116

**Command/Staff Supervision:** Supports tours during which commanders and staff personnel evaluate the effectiveness of peacetime training and determine unit capability to respond to wartime tasking. These tours support inspections and staff assistance visits by higher headquarters to subordinate units. In FY 2025, funding increases by \$1.3 million to support the increased workdays.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	1,078	9,702	\$762.14	\$7,394	832	7,489	\$788.57	\$5,906	969	8,725	\$811.58	\$7,081
Enlisted	1,659	9,955	\$400.91	\$3,991	1,561	9,366	\$413.34	\$3,871	1,571	9,427	\$424.12	\$3,998
TOTAL	2,737	19,656		\$11,385	2,393	16,855		\$9,777	2,540	18,152		\$11,079

**RESERVE PERSONNEL, AIR FORCE  
SPECIAL TRAINING  
(\$ in Thousands)**

**Management Support:** Includes tours to missions or projects directed by Reserve headquarters which may be of a recurring nature, generally involving organizational administration such as finance, personnel, logistics, maintenance, and environmental compliance. Management Support also includes medical evaluations, medical continuation orders, and short-term augmentation of Air Force Reserve activities. In FY 2024, Management Support is projected to execute lower than the FY 2023 execution which is related to projected month-to-month end-strength, thus lower workdays. With the stabilization of end strength in FY 2025, the Management Support program will be back on a glide path for normal historical execution, thus the \$15.8 million increase.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	5,228	115,007	\$614.67	\$70,692	4,626	101,772	\$636.54	\$64,782	4,762	104,762	\$655.45	\$68,666
Enlisted	24,339	608,460	\$335.36	\$204,055	23,821	595,525	\$346.44	\$206,314	24,526	613,155	\$355.90	\$218,222
TOTAL	29,566	723,467		\$274,747	28,447	697,297		\$271,095	29,288	717,917		\$286,888

**Exercises:** Includes tours where Air Force Reserve Airmen participate in field training exercises with reserve component or active component units, staffs, agencies, and with other uniformed services of the United States. The primary purpose of these tours is to maintain or improve mobilization skills. In FY 2023, Air Force Reserve corrected the coding to capture exercise expenses which resulted in the significant execution increase of \$26.5 million. For FY 2024, the requirement remained consistent with the original FY 2024 President’s Budget request to include price adjustment based on FY 2023 actual rates, \$4.2 million. In FY 2025, funding increases by \$15.5 million based on the number of workdays required for officer and enlisted personnel to support exercise such as Worthy Phoenix, Cope North, Cobra Gold, Sentry Aloha, Patriot Fury and Artic Aloha. The Air Force Reserve continues to monitor the coding of these costs to appropriately adjust the program budget baseline.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	1,949	15,595	\$579.54	\$9,038	562	4,494	\$599.83	\$2,696	1,949	15,595	\$617.45	\$9,629
Enlisted	7,445	52,115	\$334.26	\$17,420	605	4,234	\$344.72	\$1,460	4,036	28,254	\$353.76	\$9,995
TOTAL	9,395	67,710		\$26,458	1,167	8,729		\$4,156	5,986	43,848		\$19,624

**Operational Training:** Provides a full spectrum of individual and collective training directly related to wartime tasks. Examples include airborne support training during which aircrew members drop Army parachutists, aircraft maintenance training, aircrew flight and ground training, civil defense and natural disaster training, aircraft ferrying, loadmaster and aerial port training involving loading of aircraft and operation of high-density cargo handling facilities. In FY 2025, funding increases by \$3.7 million to support the increased workdays.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	558	7,819	\$464.14	\$3,629	557	7,798	\$481.11	\$3,752	567	7,943	\$495.67	\$3,937
Enlisted	3,056	183,368	\$244.55	\$44,842	2,870	172,196	\$253.00	\$43,566	3,017	181,022	\$260.14	\$47,091
TOTAL	3,615	191,186		\$48,471	3,427	179,994		\$47,317	3,584	188,965		\$51,028

**RESERVE PERSONNEL, AIR FORCE  
SPECIAL TRAINING  
(\$ in Thousands)**

Service Mission/Mission Support: Provides Reservist training while supporting Active Duty. This includes Air Mobility Command missions, Tactical and Strategic, and support for other projects performed with and for the active force such as Operation Enduring Sentinel. In FY 2025, funding increased by \$668 thousand to support the increased workdays.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	802	7,221	\$532.44	\$3,845	837	7,534	\$551.20	\$4,153	834	7,505	\$567.47	\$4,259
Enlisted	1,604	12,835	\$313.90	\$4,029	1,338	10,707	\$323.79	\$3,467	1,523	12,184	\$332.32	\$4,049
TOTAL	2,407	20,057		\$7,874	2,175	18,242		\$7,620	2,357	19,689		\$8,308

Unit Conversion Training: Supports aircrew personnel formal school courses for changes in unit mission, aircraft model, or support equipment. This provides some advanced technical training for non-aircrew personnel. In FY 2025, funding increased by \$245 thousand due to the number of workdays required for officer personnel to support conversion for F-16 to F-35, KC-135 to KC-46A, HH-60G to HH-60W, and standup of MH-139.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	112	671	\$590.20	\$396	83	499	\$611.20	\$305	99	593	\$629.36	\$373
Enlisted	513	5,133	\$336.08	\$1,725	456	4,555	\$347.08	\$1,581	493	4,931	\$356.49	\$1,758
TOTAL	625	5,804		\$2,121	539	5,054		\$1,886	592	5,524		\$2,131

Drug Interdiction/Counternarcotic Activities: Direct support of drug interdiction/counternarcotic activities. Funds are provided to Air Force Reserve by reprogramming, on an annual basis, from Drug Interdiction/Counternarcotic, Defense Appropriation.

	<b>FY 2023 Actual</b>			
	Strength	Workdays	Rate	Amount
Officer	112	1,797	\$267.11	\$480
Enlisted	555	8,330	\$450.90	\$3,756
TOTAL	668	10,127		\$4,236

**RESERVE PERSONNEL, AIR FORCE**  
**SPECIAL TRAINING**  
(\$ in Thousands)

Yellow Ribbon: Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of “a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle.” The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit) focuses on educating members, families and affected communities on combat deployment. The post-deployment phase (from arrival at home station until 365 days following demobilization) consists of 2 reintegration activities after unit demobilization. The focus is on reconnecting members and their families with the service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of the entitled benefits. In addition, combat stress, transition and how members and their families can address these issues is also integral to this post-deployment phase.

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Training	2,027	16,072	\$317.95	\$5,110	2,402	18,888	\$331.38	\$6,259	2,523	19,713	\$342.92	\$6,760
Travel	2,027	16,049	\$155.34	\$2,493	2,402	19,196	\$159.15	\$3,055	2,523	20,269	\$162.76	\$3,299
TOTAL	4,055	32,121		\$7,603	4,804	38,084		\$9,314	5,046	39,982		\$10,059

**TOTAL SPECIAL TRAINING**

	<b>FY 2023 Actual</b>				<b>FY 2024 Estimate</b>				<b>FY 2025 Estimate</b>			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	10,433	162,734	\$614.89	\$100,064	8,202	135,426	\$644.05	\$87,221	9,917	151,230	\$661.29	\$100,007
Enlisted	42,659	907,548	\$311.75	\$282,927	34,781	829,018	\$318.53	\$264,067	39,505	883,020	\$327.54	\$289,226
TOTAL	53,092	1,070,282		\$382,991	42,983	964,445		\$351,289	49,422	1,034,251		\$389,233

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	BA	Amount
<b>FY 2024 Direct Program</b>		<b>\$901,576</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
FY25 Pay Raise (4.5%, Effective 1 Jan 25)	13,436	
Annualization FY24 Pay Raise (5.2%, Effective 1 Jan 24)	4,605	
Inflation (Rate 2.2% FY25)	2,650	
FICA (Rate 7.65%, FY25 Ceiling - \$174,900)	1,380	
BAH (Rate 4.2% FY25)	7,625	
BAS	941	
Travel	533	
Bonuses	9	
<b>Total Pricing Increases</b>	<b>31,180</b>	
<b>Program Increases:</b>		
Full-Time / AGR	24,635	
Death & Disability	0	
Travel	4,082	
Bonuses	44,540	
Basic Needs Allowance	2,112	
Continuation Pay	15	
<b>Total Program Increases</b>	<b>75,384</b>	
<b>Total Increases</b>		<b>\$106,564</b>

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	BA	Amount
<b>Decreases:</b>		
<b>Pricing Decreases:</b>		
Retired Pay Accrual	(8,322)	
<b>Total Pricing Decreases</b>	<b>(8,322)</b>	
<b>Program Decreases:</b>		
Death & Disability	0	
<b>Total Program Decreases</b>	<b>(0)</b>	
<b>Total Decreases</b>		<b>(8,322)</b>
<b>FY 2025 Direct Program</b>		<b>\$999,817</b>



**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

Estimate	FY 2025	\$999,817
Estimate	FY 2024	\$901,576
Actual	FY 2023	\$877,357

PART I - Purpose and Scope

Administration and Support provides for pay and allowances, uniforms, and permanent change of station travel of Air Force Reserve personnel called to active duty for other than training as authorized by Sections 10211, 12301/12310, 10305, and 8038, Title 10, U.S.C.; for death gratuity payments to beneficiaries of Air Force Reserve personnel who die while participating in or as a result of injury received or disease contracted while participating in active or inactive duty training; for pay and allowances during periods of disability and hospitalization to members of the Air Force Reserve who suffer injury or contract disease in the line of duty while participating in active or inactive duty training; for payment of a stipend to health professionals completing advanced training in critical wartime specialties who agree to a commitment to serve in the Ready Reserve; and for payment of incentives to personnel in selected skill categories.

Program requirements include personnel who are authorized four year tours for the purpose of managing selected reserve and individual ready reserve programs and to recruit personnel into the Air Force Reserve. Additional programs included in this section are for reservists who qualify for disability and hospitalization pay, death gratuity benefits, health professions stipend pay, and incentive bonuses. The dollar rates used for pricing the program requirements are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

Section 412, End Strengths for Reserves on Active Duty in Support of the Reserves, authorizes the number of Reservists to be serving on full-time active duty to 6,003. In FY 2024, the AFR plan to execute 6,070, 67 non-miltech conversions over the authorized in the NDAA. In FY 2025, our AGR strength grows to 6,311, a 241 increase to support mission unit transitions from F-16 to F-35, KC-135 to KC-46A, HH-60G to HH-60W, and stand up of MH-139.

In FY 2025, pricing increases total \$22.8 million due to inflation and economic factors Program increases by \$75.4 million to support the AGR non-miltech conversions growth of 241, and lump sum bonuses to get after our recruiting and retention issues.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$13.4 million.

Pay and Allowances increase due to the annualization of the 5.2% pay raise, effective 1 January 2024: \$4.6 million.

Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

Part II - Justification of Funds Requested

Expenses for Administration and Support are incurred in the following categories: Full-time Active Duty, Health Professions Stipend, Death Gratuities, Disability and Hospitalization, and Bonus Programs. A summary is as follows:

	<u><b>FY 2023 Actual</b></u>	<u><b>FY 2024 Estimate</b></u>	<u><b>FY 2025 Estimate</b></u>
Full-Time Pay and Allowances	\$835,266	\$856,825	\$908,326
Health Profession Stipend	\$602	\$1,250	\$1,312
Death Gratuity	\$674	\$200	\$200
Disability and Hospitalization	\$85	\$144	\$147
Bonus Programs	\$38,185	\$40,692	\$85,071
Foreign Language Proficiency Pay	\$1,920	\$1,929	\$2,099
Continuation Pay	\$625	\$528	\$542
Basic Needs Allowance	\$0	\$8	\$2,120
Total	\$877,357	\$901,576	\$999,817

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

**Pay and Allowances:** The program funds pay and allowances for personnel serving on active duty as authorized by Sections 10211, 10305, 8038, 12301 and 12310 of Title 10, U.S.C. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual, FICA, Basic Allowance for Subsistence and Basic Allowance for Housing, Special and Incentive Pay, as authorized. In FY 2025, funding increases by \$46.9 million due to inflation, which includes the 4.5% pay raise, and increased strength.

	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b><u>Officers</u></b>									
Full Time Statutory Tour	398	\$228,703.52	\$91,024	393	\$233,124.68	\$91,618	393	\$238,862.60	\$93,873
Recruiters	13	\$208,384.62	\$2,709	11	\$212,636.36	\$2,339	11	\$217,727.27	\$2,395
Unit AGRs	1,111	\$209,862.29	\$233,157	1,165	\$208,267.81	\$242,632	1,182	\$212,633.67	\$251,333
Subtotal	1522	\$214,776.61	\$326,890	1569	\$214,524.54	\$336,589	1586	\$219,168.35	\$347,601
	<b><u>FY 2023 Actual</u></b>			<b><u>FY 2024 Estimate</u></b>			<b><u>FY 2025 Estimate</u></b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<b><u>Enlisted</u></b>									
Full Time Statutory Tour	371	\$135,218.33	\$50,166	371	\$137,838.27	\$51,138	371	\$141,498.65	\$52,496
Recruiters	360	\$121,600.00	\$43,776	346	\$123,453.76	\$42,715	346	\$126,734.10	\$43,850
Unit AGRs	3,718	\$110,457.50	\$410,681	3,747	\$111,775.82	\$418,824	3,935	\$115,000.51	\$452,527
Subtotal	4,449	\$113,423.92	\$504,623	4,464	\$114,847.00	\$512,677	4,652	\$117,986.46	\$548,873
<b>TOTAL</b>	<b>5,971</b>	<b>\$139,258.58</b>	<b>\$831,513</b>	<b>6,033</b>	<b>\$140,770.10</b>	<b>\$849,266</b>	<b>6,238</b>	<b>\$143,711.77</b>	<b>\$896,474</b>
Less AFMC Reimbursement	104	\$186,903.85	19,438	104	\$116,778.85	12,145	104	\$119,875.00	12,467
<b><u>Total Direct</u></b>	<b>5,867</b>	<b>\$138,414.01</b>	<b>\$812,075</b>	<b>5,929</b>	<b>\$141,190.93</b>	<b>\$837,121</b>	<b>6,134</b>	<b>\$144,115.91</b>	<b>\$884,007</b>

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

PCS: This request provide funds to cover travel costs for AGR Airmen making a PCS move. Travel costs include movement and storage of household goods, dislocation allowance, and dependent travel. Travel costs also include TDY travel and per diem costs incurred while on PCS with TDY enroute status. This is based on an average entitlement rate. In FY 2025, funding increased by \$4.6 million based on the projected cyclical execution due to three-year tour rotation policy for AGRs.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	486	\$21,286.01	\$10,345	406	\$21,822.66	\$8,860	486	\$22,318.93	\$10,847
Enlisted	801	\$16,037.45	\$12,846	659	\$16,455.24	\$10,844	801	\$16,818.98	\$13,472
<b>TOTAL</b>	<b>1,287</b>		<b>\$23,191</b>	<b>1,065</b>		<b>\$19,704</b>	<b>1,287</b>		<b>\$24,319</b>

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

\*AFMC Reimbursement: This is a coordinated Air Force Materiel Command (AFMC)/Air Force Reserve Command (AFRC) program directing the use of AFRC aircrew to perform AFMC test support and Depot Functional Check Flight operations. Approved at the Rated Summit 99 by the Secretary of the Air Force (SECAF), Chief of Staff of the Air Force (CSAF), and the 4-Stars by order of Program Change Request (PCR) 99-07. SECAF and CSAF directed AFMC/CC and AFRC/CC to implement immediately. The original PCR requested the addition of a Flights Integrated Reserve Associate Unit within the 452nd Flight Test Squadron (FLTS), Air Force Flight Test Center, Edwards AFB CA and FLTS Reserve Associated Units at the Air Logistics Center (ALC) (514 FLTS Hill AFB UT; 10 FLTS Tinker AFB OK; 339 FLTS Robins AFB GA; and AFMC Operating Location Randolph AFB TX). The 452 FLTS remained a regular Air Force unit with an additional integrated "new" Reserve unit. The ALC units maintained their original designations and came under AFRC administrative control after the transition was complete, but continued to come under AFMC operational control. The current program maintains this relationship, although the unit assignments have evolved. Currently this mission is overseen by the 413th Flight Test Group (FTG) Robins AFB, GA with GSU's at 339 FLTS Robins AFB GA, 10 FLTS Tinker AFB OK, 514 FLTS Hill AFB UT, 415 Flight Test Flight (FLTF) Randolph AFB, TX and Operating Location ALPHA, Davis Monthan AFB, AZ. The Reserve Associate unit within the 452 FLTS at Edwards AFB, CA was discontinued when that unit changed missions to RPA support and is no longer a part of this program.

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Strength	Amount	Strength	Amount	Strength	Amount
Officers	50	\$14,641	50	\$9,148	50	\$9,389
Enlisted	54	\$4,797	54	\$2,997	54	\$3,078
<b>TOTAL</b>	<b>104</b>	<b>\$19,438</b>	<b>104</b>	<b>\$12,145</b>	<b>104</b>	<b>\$12,467</b>

\* Reimbursable requirements are in addition to funds requested for direct program requirements.

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

Health Profession Stipend: Supports physicians and graduate nurses engaged in training for a critical wartime medical specialty. Participants receive the current stipend paid in the Health Professions Scholarship program, if they agree to a commitment to serve in the Selected Reserve, or one-half of that rate if they agree to serve in the Individual Ready Reserve. Third- and fourth-year baccalaureate students who agree to a commitment to serve in the Selected Reserve receive a monthly stipend, or one half of that rate if they serve in the Individual Ready Reserve. Historically, participants have been physicians and graduate nurses in the Selected Reserve, therefore receiving full payment. The costs below indicates where participants are currently assigned (Title 10, Sec. 1608). In FY 2026, Health Profession Stipend increased by \$62 thousand due to inflation.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Selected Reserve	22	\$27,744.00	\$602	43	\$29,070.00	\$1,250	43	\$30,522.00	\$1,312
Individual Ready Reserve	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
<b>TOTAL</b>	22	\$27,744.00	\$602	43	\$29,070.00	\$1,250	43	\$30,522.00	\$1,312

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

Death Gratuities: The funds requested provide the payment of death gratuity to beneficiaries of deceased Reserve personnel as authorized. Researching accounting issue as to why the execution year actuals don't add up based on rate and count.

Disability and Hospitalization Benefits: Members of the Reserve who suffer injury, disability, or contract disease in the line of duty, active or inactive, are entitled to hospitalization and pay and allowances during their incapacitation or until such time they are found fit for duty. In FY 2025, Disability and Hospitalization Benefits increased by \$3 thousand due to inflation.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Death Gratuities</u>									
Officer	1	\$100,000.00	\$60	1	\$100,000.00	\$100	1	\$100,000.00	\$100
Enlisted	6	\$100,000.00	\$614	1	\$100,000.00	\$100	1	\$100,000.00	\$100
TOTAL	7		\$674	2		\$200	2		\$200
	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Disability and Hospitalization</u>									
<u>Pay And Allowances</u>									
Officer	92	\$302.17	\$28	93	\$456.81	\$42	93	\$466.71	\$43
Enlisted	220	\$260.00	\$57	223	\$454.24	\$101	223	\$463.96	\$103
Subtotal	312		\$85	316		\$144	316		\$147
<u>Special Comp for Assist with Act of Daily Living (SCAADL)</u>									
Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal	0		\$0	0		\$0	0		\$0
<u>Transportation &amp; Per Diem</u>									
Officer	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
Subtotal	0		\$0	0		\$0	0		\$0
<b>TOTAL</b>			<b>\$85</b>			<b>\$144</b>			<b>\$147</b>

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

**Program: Basic Needs Allowance**

Estimate	FY 2025	\$2,120
Estimate	FY 2024	\$8
Actual	FY 2023	\$0

**PART I – PURPOSE AND SCOPE**

The National Defense Authorization Act (NDAA) 2022, Public Law 117-81, Section 601, authorized a new section (402b) of Title 37 to address economic security in low-income service members by directing the Secretary of Defense to provide a monthly allowance for members that do not exceed the Basic Needs Allowance (BNA) threshold as a calculated percentage of members Gross Household Income (GHI) to the Federal Poverty Guidelines (FPG). The request below funds a BNA for all members that do not meet a minimum GHI threshold of 200% of the FPG.

**PART II- JUSTIFICATION OF FUNDS REQUESTED**

Basic Needs Allowances are determined by using demographic data from the Defense Manpower Data Center.

The component estimate for the Basic Needs Allowance was calculated using the relative populations of E1-E4.

Members are not eligible for the allowance:

- (1) That are without dependents.
- (2) Have not completed basic training.
- (3) That are Cadets at the United States Military Academy, the United States Air Force Academy, or the Coast Guard Academy, midshipmen at the United States Naval Academy, or a cadet or midshipman serving elsewhere in the armed forces.

Detailed cost computations are provided by the following table:

	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Basic Needs Allowance</u>									
Officer			\$0			\$0			\$0
Enlisted			\$0			\$8			\$2,120
TOTAL			\$0			\$8			\$2,120



**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

Bonus programs provide incentives for prior service and non-prior service personnel who agree to a commitment with the Air Force Reserve.

Non-Prior Enlistment Bonus: Funds requested provides bonus payments to non-prior service enlistees who agree to serve a six-year term in the Air Force Reserve critical career fields. Individuals will receive initial lump sum payment of 50 percent of the total bonus and five equal payments for the remaining bonus amount. The total bonus amount will not exceed \$15,000, however, beginning in Fiscal Year 2008, selected critical AFSCs may receive a bonus not to exceed \$20,000. In FY 2025, funding increased by \$60 thousand due to the number of personnel eligible.

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	328	\$2,461	479	\$3,603	479	\$3,603
Anniversary Payments						
6 Year	2,918	\$4,378	2,131	\$3,199	2,169	\$3,259
Subtotal	3,246	\$6,839	2,610	\$6,802	2,648	\$6,862

Prior Enlistment Bonus: Funds requested provides bonus payments to prior-service enlistees with less than ten years of total military service who agree to serve in Reserve critical career fields for a term of either three or six years. Individuals will receive initial lump sum payments of 50 percent of the total bonus amount and either three or five equal payments for the remaining bonus amount. The total bonus amount based on selected term will not exceed \$7,500 or \$15,000. In FY 2025, Prior Service Enlistment Bonuses decreased by \$151 thousand due to decrease in number of eligible personnel for the 6-year anniversary payment.

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	14	\$174	7	\$88	7	\$88
6 Year	135	\$1,036	135	\$1,013	135	\$1,017
Anniversary Payments						
3 Year	17	\$116	21	\$132	21	\$132
6 Year	1,077	\$1,540	976	\$1,465	875	\$1,314
Subtotal	1,243	\$2,866	1,139	\$2,698	1,038	\$2,551

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

**Reenlistment Bonus:** Funds requested provides reenlistment bonus payment to prior-service enlisted personnel who reenlist or extend in the Air Force Reserve critical career fields for a term of either three or six years.. Members must hold grades commensurate with billet vacancies. Individuals will receive initial lump sum payments of 50 percent of the total bonus and either five or two equal payments for the remaining bonus amount. The total bonus amount based on selected term will not exceed \$7,500 or \$15,000. In FY 2025, Prior Service Enlistment Bonuses decrease by \$4.0 million, and funding reallocated to reenlistment lump sum payments in FY 2025. This change allows the AFR to facilitate our plan to minimize attrition.

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Number	Amount	Number	Amount	Number	Amount
<b>New Payments</b>						
3 Year	81	\$284	81	\$304	0	\$0
6 Year	323	\$2,422	471	\$3,533	0	\$0
<b>Anniversary Payments</b>						
3 Year	171	\$287	162	\$304	162	\$304
6 Year	2,663	\$3,961	2,438	\$3,658	2,361	\$3,543
Subtotal	3,238	\$6,954	3,152	\$7,799	2,523	\$3,847

**Reenlistment Lump Sum Bonus:** Funds requested provides lump sum reenlistment bonus payment to prior service enlisted personnel who reenlist or extend in the Air Force Reserve critical career fields for a term of either three or six years. Members must hold grades commensurate with billet vacancies. Individuals will receive a lump sum payment at the time of reenlistment. The total bonus amount based on selected term will not exceed \$10,000 or \$20,000. Air Force Reserve introduces lump sum bonuses to increase retention to maintain end strength and minimize attrition. This new bonus will help the Air Force Reserve get after recruiting and retention issues and allow us to facilitate our plan to minimize attrition.

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Number	Amount	Number	Amount	Number	Amount
<b>Lump Sum Payments</b>						
Reinlistment (\$10K Bonus)	0	\$0	0	\$0	1,418	\$14,180
Critical Skills List (\$20K Bonus)	0	\$0	0	\$0	841	\$16,820
Subtotal	0	\$0	0	\$0	2,259	\$31,000

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

Affiliation Bonus: Funds requested provides a reserve affiliation bonus to enlisted personnel serving on active duty and eligible for reenlistment or for an extension of their active duty status. Upon release from active duty, the member will have a reserve service obligation under the Selective Service Act. Eligible participants must be affiliated with a unit and currently qualified in a critical Air Force Specialty. Individuals will receive initial lump sum payments of 50 percent of the total bonus and two equal payments for the remaining bonus amount. The total bonus amount will not exceed \$7,500. In FY 2025, funding decreased by \$49 thousand due to reduced participation and introduction of Affiliation Lump Sum Bonus.

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Number	Amount	Number	Amount	Number	Amount
<b>New Payments</b>						
3 Year	65	\$245	3	\$11	0	\$0
6 Year	0	\$0	1	\$4	0	\$0
<b>Anniversary Payments</b>						
3 Year	46	\$86	88	\$176	68	\$136
6 Year	0	\$0	1	\$2	2	\$4
Subtotal	111	\$331	93	\$193	70	\$140

Affiliation Lump Sum Bonus: Funds requested provides a lumpsum reserve affiliation bonus to enlisted personnel serving on active duty and eligible for reenlistment or for an extension of their active-duty status. On 31 Oct, approval granted for the Reserve Component Affiliation Incentive Bonus (RCAIB). RCAIB authorizes a \$10K bonus for enlisted affiliation with a least a 3-skill level into a non-critical skills duty AFSC. This pairs with our already approved \$15K enlisted affiliation bonus into a critical skill. Air Force Reserve introduces lump sum bonuses to increase end-strength growth. This new bonus will help the Air Force Reserve get after recruiting and retention issues and help facilitate our plan to increase end strength.

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Number	Amount	Number	Amount	Number	Amount
<b>Lump Sum Payments</b>						
RCAIB (\$10K Bonus)	0	\$0	0	\$0	401	\$4,010
Critical Skills List (\$20K Bonus)	0	\$0	0	\$0	613	\$12,260
Subtotal	0	\$0	0	\$0	1,014	\$16,270

**RESERVE PERSONNEL, AIR FORCE  
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(\$ in Thousands)**

Critically Short Wartime Health Specialist Bonus: Funds requested provides a bonus of \$10,000 or \$50,000 annually to an officer in a health care profession who qualified in a specialty designated as a critically short wartime specialty. The officer must agree to serve at least one year in the Selected Reserve. The bonus is limited to 3 years beginning on the date the officer accepts the award of special pay. In FY 2025, Critically Short Wartime Health Specialist Bonus increase by \$415 thousand due to increase in eligible personnel for new payments.

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	450	\$6,761	279	\$4,675	382	\$6,220
Anniversary Payments						
3 Year	748	\$11,227	886	\$13,791	778	\$12,661
Subtotal	1,198	\$17,988	1,165	\$18,466	1,160	\$18,881

Accession/Affiliation Bonus: Funds requested provides bonus payments to officers who agree to serve a term of three years in the Air Force Reserve Top 10 most critical career fields. Individuals will receive initial lump sum payments of 50 percent of the total bonus and two equal payments for the remaining bonus amount. The total bonus amount will not exceed \$10,000. In FY 2025, funding decreased by \$10 thousand due to the decrease in the number of eligible personnel for the 3 year anniversary payments.

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	49	\$196	103	\$439	103	\$439
Anniversary Payments						
3 Year	165	\$379	155	\$543	152	\$533
Subtotal	214	\$575	258	\$982	255	\$972

**RESERVE PERSONNEL, AIR FORCE  
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(\$ in Thousands)**

Student Loan Repayment: Funds a program designed to attract and retain individuals in critical wartime specialties for participation in the Selected Reserve. Enlisted members agree to participate in the Selected Reserve in exchange for education loan repayment to their designated lender. This incentive is paid out annually, after each year of satisfactory service. This program is currently available to civilian accessions to the Air Force Reserve and prior-service Airmen (including affiliation). In FY 2025, funding increased by \$536 thousand due to the increase in the number of eligible personnel for the 6 year anniversary payments.

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	357	\$526	357	\$536	357	\$536
Anniversary Payments						
6 Year	0	\$0	357	\$536	714	\$1,072
Subtotal	357	\$526	714	\$1,072	1,071	\$1,608

Health Professions Loan Repayment Program: Funds repayment of an annual maximum of \$40,000 in higher education loans for health professionals. For each satisfactory year of service completed in the Selected Reserve in a wartime combat medical skill designated as critical, the member is entitled to a maximum lifetime repayment of \$250,000. The payout is typically \$20,000 or \$40,000 per year for 3 or 4 years of satisfactory service. In FY 2025, funding increased by \$260 thousand due to the increase in the number of eligible personnel for the 3-year anniversary payments.

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	23	\$468	27	\$740	27	\$740
Anniversary Payments						
3 Year	81	\$1,638	87	\$1,940	90	\$2,200
Subtotal	104	\$2,106	114	\$2,680	117	\$2,940

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

TOTAL RESERVE INCENTIVES

	<u>FY 2023 Actual</u>		<u>FY 2024 Estimate</u>		<u>FY 2025 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
Subtotal - New Payments	1,825	\$14,573	1,943	\$14,946	1,490	\$12,643
Anniversary Payments						
Subtotal - Anniversary Payments	7,886	\$23,612	7,302	\$25,746	7,392	\$25,158
Lump Sum Payments						
Subtotal - Lump Sum Payments	0	\$0	0	\$0	3,273	\$47,270
<b>TOTAL</b>	<b>9,711</b>	<b>\$38,185</b>	<b>9,245</b>	<b>\$40,692</b>	<b>12,155</b>	<b>\$85,071</b>

Foreign Language Proficiency Pay

	<u>FY 2023 Actual</u>		<u>FY 2024 Estimate</u>		<u>FY 2025 Estimate</u>	
	Number	Amount	Number	Amount	Number	Amount
Officer	92	\$616	69	\$462	69	\$462
Enlisted	200	\$1,304	225	\$1,467	251	\$1,637
Subtotal	292	\$1,920	294	\$1,929	320	\$2,099

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT  
(\$ in Thousands)**

Continuation Pay: The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorized the Secretary to make a payment of continuation pay to each member under the new modernized retirement system with 12 years of active service, or 4,320 points. The amount of continuation pay is based on the member's monthly basic pay multiplied by 0.5. In addition, the Service Secretary may offer an additional amount of continuation pay not to exceed 6 months to retain certain skills and communities. The Services began making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system. In FY 2025, funding increases by \$14 thousand due to inflation.

	<b>FY 2023 Actual</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Estimate</b>	
	Number	Amount	Number	Amount	Number	Amount
Officer		\$316		\$264		\$271
Enlisted		\$309		\$264		\$271
Subtotal		\$625		\$528		\$542

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT**

SECTION 10211: Participation of Reserve officers in preparation and administration of Reserve Affairs. Provides that within such numbers and in such grades and assignments as the Secretary concerned may prescribe, each armed force shall have officers of its reserve components on active duty administering the policies and regulations affecting those reserve components. While so serving, such an officer is an additional member of any staff with which he is serving.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	366	368	363	363	363	363	363	363	363
Enlisted	0	0	0	0	0	0	0	0	0

SECTION 8038: Provides for the appointment of the Chief of Air Force Reserve.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1	1	1	1	1	1	1	1	1

SECTION 10305: Participation of Reserve officers in the policies and regulations for government of Reserve Components of the Air Force. Provides for officers of the Air National Guard of the United States and the Air Force Reserve to be placed on duty with the Air Staff to participate in the formulation of policies and regulations directly affecting those Reserve components, one-half of whom will be from each component. These officers shall be considered as additional members of the Air Staff while on that duty.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	5	5	5	5	5	5	5	5	5



**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT**

SECTION 155: Provides assistance to the Chairman of the Joint Chiefs of Staff for Reserve Matters.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	11	11	11	11	11	11	11	11	11

SECTION 12310: Provides for officer and enlisted members serving on full-time tours under Section 12310 of Title 10, USC.

ANG/AFR Airlift Tactics Flight (ANG/AFRATF): Provides for Reserve instructors at ANG/AFRATF, St. Joseph, MO to teach low level awareness training and structural limitations for C-130 aircrews.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	13	13	13	13	13	13	13	13	13

Headquarters, AF Reserve: Provides for Reserve enlisted personnel to assist and advise in the development and administration of policies and procedures for Reserve operation unit programs at Air Staff and Headquarters, Air Force Reserve Command, Robins AFB, GA.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	319	319	318	318	318	318	318	318	318

Air Reserve Personnel Center: Provides for Reserve Enlisted personnel to assist and advise in the development and administration of policies and procedures for Reserve programs at the Air Reserve Personnel Center, Denver CO.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	40	42	43	43	43	43	43	43	43

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT**

Personnel Programs: Provides for Reserve enlisted personnel Supervisors and Technicians at ACC, AETC, AFIA, AIA, HAF, AFMC, AMC, SPC AFOSI to assist and advise in the development and administration of Reserve enlisted programs.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	5	5	5	5	5	5	5	5	5

Air Force Inspection and Safety Center: Provides for Reserve Enlisted Medical Administrative personnel to advise and to inspect the Air Force.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	2	2	2	2	2	2	2	2	2

Unit Program: Provides for full-time support at unit/base level in the training and equipping the Reserve and total Air Force in preparation for combat.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1,147	1,111	1,082	1,082	1,165	1,177	1,177	1,182	1,187
Enlisted	3,604	3,718	3,857	3,857	3,747	3,772	3,772	3,935	4,003
Subtotal	4,751	4,829	4,939	4,939	4,912	4,949	4,949	5,117	5,190

Recruiting: Provides for full-time Reserve Recruiting force to enable attainment of programmed strength objectives.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	14	13	11	11	11	11	11	11	11
Enlisted	371	360	346	346	346	346	346	346	346
Subtotal	385	373	357	357	357	357	357	357	357

**RESERVE PERSONNEL, AIR FORCE  
ADMINISTRATION AND SUPPORT**

Air Force Personnel Center: Provides for Reserve Enlisted personnel to assist and advise in the development and administration of policies and procedures for Reserve programs at the AF Personnel Center, Randolph AFB TX.

	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	3	3	3	3	3	3	3	3	3

**TOTAL PROGRAM**

	FY 2023 Actual			FY 2024 Estimate			FY 2025 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1,557	1,522	1,486	1,486	1,569	1,581	1,581	1,586	1,591
Enlisted	4,344	4,449	4,574	4,574	4,464	4,489	4,489	4,652	4,720
Subtotal	5,901	5,971	6,060	6,060	6,033	6,070	6,070	6,238	6,311

**RESERVE PERSONNEL, AIR FORCE  
THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>BA</b>	<b>Amount</b>
<b>FY 2024 Direct Program</b>		<b>\$9,894</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
<b>Total Pricing Increases</b>	<b>0</b>	
<b>Program Increases:</b>		
TSP Matching Contribution Payments	1,013	
<b>Total Program Increases</b>	<b>1,013</b>	
<b>Total Increases</b>		<b>\$1,013</b>
<b>Decreases:</b>		
<b>Pricing Decreases:</b>		
<b>Total Pricing Decreases</b>	<b>0</b>	
<b>Program Decreases:</b>		
<b>Total Program Decreases</b>	<b>0</b>	
<b>Total Decreases</b>		<b>\$0</b>
<b>FY 2025 Direct Program</b>		<b>\$10,907</b>

**RESERVE PERSONNEL, AIR FORCE**  
**THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS**  
**(\$ in Thousands)**

Estimate	FY 2025	\$10,907
Estimate	FY 2024	\$9,894
Actual	FY 2023	\$10,621

**PART I - PURPOSE AND SCOPE**

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new modernized retirement system. Automatic contributions of one-percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects the new modernized retirement system. Once the member either reaches two years and one day after first entering uniformed service, or elects the new retirement system, the Service will provide matching contributions of no more than five percent of the member's basic pay. The matching will continue until the member completes 26 years of service.

**RESERVE PERSONNEL, AIR FORCE**  
**THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS**  
(\$ in Thousands)

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system. In FY 2025, funding increases by \$1.0 million based on historical cyclical participants.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
TSP Matching Contributions									
Officer			\$3,250			\$2,389			\$2,609
Enlisted			\$7,371			\$7,505			\$8,298
Total			\$10,621			\$9,894			\$10,907

**RESERVE PERSONNEL, AIR FORCE  
EDUCATION BENEFITS  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>BA</b>	<b>Amount</b>
<b>FY 2024 Direct Program</b>	<b>13,652</b>	<b>\$13,652</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
Basic Benefits	194	
Kicker	689	
<b>Total Pricing Increases</b>	<b>884</b>	
<b>Program Increases:</b>		
Kicker	64	
<b>Total Program Increases</b>	<b>64</b>	
<b>Total Increases</b>		<b>\$948</b>
<b>Decreases:</b>		
<b>Pricing Decreases:</b>		
<b>Total Pricing Decreases</b>	<b>0</b>	
<b>Program Decreases:</b>		
<b>Total Program Decreases</b>	<b>0</b>	
<b>Total Decreases</b>		<b>\$0</b>
<b>FY 2025 Direct Program</b>		<b>\$14,600</b>

**RESERVE PERSONNEL, AIR FORCE**  
**EDUCATION BENEFITS**  
**(\$ in Thousands)**

Estimate	FY 2025	\$14,600
Estimate	FY 2024	\$13,652
Actual	FY 2023	\$14,529

PART I - Purpose and Scope

Education Benefits provides payment to the Department of Defense Education Benefits Fund, a trust fund. The program is governed by Title 10 U.S.C., Chapter 106, to fund educational benefit payments in their entirety for eligible individuals in the Selected Reserve. This program is budgeted on an accrual basis. Actual payments to individuals are made by the Veterans Administration from funds transferred from the Trust Account.



**RESERVE PERSONNEL, AIR FORCE**  
**EDUCATION BENEFITS**  
**(\$ in Thousands)**

**PART II - Justification of Funds Requested**

Individuals enlisting or reenlisting for a period of six years in the Selected Reserve, except those who have received a commission from a Service academy or completed a ROTC scholarship program, are eligible to receive education assistance under Chapter 1606. Officers must agree to serve an additional six years in addition to any current obligation. Individuals must also meet initial training and high school diploma or equivalency requirements. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of ultimate benefit utilization and partially offset by an estimate of interest earned on investments of the Education Benefits Trust Fund. As of 1 Oct 1990, benefits may be paid for apprenticeship or job training program, courses leading to a certificate or diploma from vocation/technical (VOTEC) schools, cooperative training, correspondence courses, independent study programs, and flight training if the program began after 29 September 1990. Individuals may now seek a graduate degree. And tutorial assistance is also authorized for receipt of benefits.

Montgomery GI Bill Basic Benefit-Selected Reserve. The Montgomery GI Bill created an education benefit for Reserve Component personnel who chose to enroll as an incentive for recruitment and retention, but funded educational support through the Department of Veterans' Affairs Educational Trust Fund at significantly smaller monthly amounts than those provided to active duty personnel. The program is described in paragraph 1606 of Title 10, USC. Air Force Reserve has funded this program in accordance with direction from OSD and the DOD Board of Actuaries.

Montgomery GI Bill Kicker-Selected Reserve Kicker. This program provides an added incentive to basic Montgomery GI Bill benefits for members assigned to Air Force Reserve Command critical Air Force Specialty Codes (AFSC). All individuals enlisting, re-enlisting, or extending in an identified critical AFSC for not less than six years in the Air Force Reserve after 1 October 1998, except those who have received a commission from a service academy or completed a ROTC scholarship program, are eligible to receive this added incentive to their basic Montgomery GI Bill benefit. Cost estimates are actuarially based and reflect eligibility estimates adjusted by an estimate of benefit utilization.

The table on the following page displays the number expected to meet the initial eligibility requirement of an enlistment, reenlistment or extension for six years.

**RESERVE PERSONNEL, AIR FORCE**  
**EDUCATION BENEFITS**  
**(\$ in Thousands)**

Tuition Assistance Program. The Air Force Reserve Tuition Assistance (RESTA) Program is available to all participating members of the Air Force Reserve (except AGRs who are covered under the Active Duty Program). It is intended as an educational benefit to participating selected reserve. The Tuition Assistance Program will be used to recruit and retain membership in the US Air Force Reserve. The basic benefit offers RESTA for the cost of tuition not to exceed \$250.00 per semester hour, \$166.66 per quarter hour credit, and a fiscal year annual of \$4,500.00, applicable to all eligible Airman. Tuition Assistance is an incentive, not an entitlement and is offered each fiscal year as long as funding is available.

The following table displays the number expected to meet the initial eligibility requirement of an enlistment, reenlistment or extension for six years.

	<u>FY 2023 Actual</u>			<u>FY 2024 Estimate</u>			<u>FY 2025 Estimate</u>		
	Eligible	Rate	Amount	Eligible	Rate	Amount	Eligible	Rate	Amount
<b>MGIB-SR (CHAPTER 1606)</b>									
Basic Benefits, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
Basic Benefits, Enlisted	0	\$0	\$0	1,943	\$0	\$0	1,943	\$100	\$194
\$350 Kicker, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
\$350 Kicker, Enlisted	241	\$3,304	\$795	560	\$4,292	\$1,202	590	\$3,315	\$1,956
Chapter 1606 Amortization	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
<b>Tuition Assistance</b>									
Tuition Assistance, Officer	354	\$0	\$0	380	\$2,118	\$805	380	\$2,118	\$805
Tuition Assistance, Enlisted	6,482	\$2,118	\$13,734	5,498	\$2,118	\$11,645	5,498	\$2,118	\$11,645
<b>TOTAL EDUCATIONAL BENEFITS</b>	<b>7,077</b>		<b>\$14,529</b>	<b>8,381</b>		<b>\$13,652</b>	<b>8,411</b>		<b>\$14,600</b>

**RESERVE PERSONNEL, AIR FORCE  
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>BA</b>	<b>Amount</b>
<b>FY 2024 Direct Program</b>	<b>58,332</b>	<b>\$58,332</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
FY25 Pay Raise (4.5%, Effective 1 Jan 25)	258	
Annualization FY24 Pay Raise (5.2%, Effective 1 Jan 24)	88	
Inflation (Rate 2.2% FY25)	1,846	
FICA (Rate 7.65%, FY25 Ceiling - \$174,900)	27	
BAH (Rate 4.2% FY25)	165	
<b>Total Pricing Increases</b>	<b>2,384</b>	
<b>Program Increases:</b>		
Travel	0	
Critical Skills Accession Bonus	400	
<b>Total Program Increases</b>	<b>400</b>	
<b>Total Increases</b>		<b>\$2,784</b>

**RESERVE PERSONNEL, AIR FORCE  
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM  
SCHEDULE OF INCREASES AND DECREASES**

(\$ in Thousands)

**BA            Amount**

**Decreases:**

**Pricing Decreases:**

RPA	(44)
<b>Total Pricing Decreases</b>	<b>(44)</b>

**Program Decreases:**

Stipend	(974)
Pay Allowances	(286)
BAH	(110)
<b>Total Program Decreases</b>	<b>(1,370)</b>

<b>Total Decreases</b>	<b>(\$1,414)</b>
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<b>FY 2025 Direct Program</b>	<b>\$59,702</b>
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**RESERVE PERSONNEL, AIR FORCE  
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM  
(\$ in Thousands)**

Estimate	FY 2025	\$59,702
Estimate	FY 2024	\$58,332
Actual	FY 2023	\$57,008

PART I - Purpose and Scope

The Health Professions Scholarship Program funds health professionals enrolled in the Armed Forces Health Professions scholarship and Financial Assistance Program in Title 10, Chapter 105, Sub Chapter I, Section 2121. This program was established to obtain adequate numbers of commissioned officers who are participating in a course of study in medicine, dentistry, or other health profession, leading to a degree related to the health professions as determined under regulation of the Secretary of Defense.

Students participating in the program will be commissioned in the Air Force Reserve. They will be detailed as students at accredited civilian institutions for the purpose of acquiring knowledge or training in a designated health profession. In addition, they will receive military and professional training and instruction for a period of 45 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a monthly stipend of \$2,870 effective 1 July 2024, a change of \$141. When serving on active duty for training, students will receive the full pay and allowances of a Second Lieutenant (pay grade O-1).

The program currently includes Certified Registered Nurse Anesthetists (CRNA), Nurse Practitioner, Pharmacy Doctorate, Optometry, Bioenvironmental engineering, Dentistry, Allopathic Medicine (MD) and Osteopathic Medicine (DO).

**RESERVE PERSONNEL, AIR FORCE  
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM  
(\$ in Thousands)**

PART II - Justification of Funds Requested

In FY 2025, Health Professions Scholarship Program increased by \$1.4 million due to inflation and change in stipend rates from \$2,729 to \$2,870 effective 1 July 2024.

Expenses for Health Professions Scholarship Program participants are as follows:

Stipend: Stipend for each officer for 10.5 months per year of participation.

Pay and Allowances: Pay and allowances for officers on active duty for training for 45 days annually. The dollar rates used in computing requirements include basic pay, government's social security contributions, basic allowance for subsistence (BAS) and basic allowance for housing (BAH), and special and incentive pay as authorized.

Uniforms Allowances: The initial payment, supplement and allowances under provisions of 37 U.S.C. 415 and 416 to purchase required uniforms.

Travel: Travel and per diem for Health Professions Scholarship students on active duty for training.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	1,270	\$27,740.16	\$35,230	1,234	\$29,070.00	\$35,858	1,200	\$30,522.00	\$36,626
Pay and Allowances	1,270	\$11,332.29	\$14,392	1,234	\$11,830.02	\$14,592	1,200	\$12,252.31	\$14,703
Uniform Allowances	340	\$400.00	\$136	371	\$400.00	\$148	371	\$400.00	\$148
Travel	695	\$5,797.12	\$4,029	695	\$5,947.85	\$4,134	695	\$6,078.70	\$4,225
Critical Skills Accession Bonus	161	\$20,000.00	\$3,221	180	\$20,000.00	\$3,600	200	\$20,000.00	\$4,000
<b>TOTAL</b>			\$57,008			\$58,332			\$59,702

**RESERVE PERSONNEL, AIR FORCE  
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)  
SCHEDULE OF INCREASES AND DECREASES  
(\$ in Thousands)**

	<b>BA</b>	<b>Amount</b>
<b>FY 2024 Direct Program</b>	<b>367</b>	<b>\$367</b>
<b>Increases:</b>		
<b>Pricing Increases:</b>		
FY25 Pay Raise (4.5%, Effective 1 Jan 25)	0	
Annualization FY24 Pay Raise (5.2%, Effective 1 Jan 24)	0	
Inflation (Rate 2.2% FY25)	7	
FICA (Rate 7.65%, FY25 Ceiling - \$174,900)	0	
<b>Total Pricing Increases</b>	<b>8</b>	
Stipend	15	
Pay Allowances	2	
<b>Total Program Increases</b>	<b>17</b>	
<b>Total Increases</b>		<b>\$25</b>
<b>Decreases:</b>		
<b>Pricing Decreases:</b>		
RPA	(0)	
<b>Total Pricing Decreases</b>	<b>(0)</b>	
<b>Program Decreases:</b>		
<b>Total Program Decreases</b>	<b>0</b>	
<b>Total Decreases</b>		<b>(\$0)</b>
<b>FY 2025 Direct Program</b>		<b>\$392</b>

**RESERVE PERSONNEL, AIR FORCE  
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)  
(\$ in Thousands)**

	Estimate	FY 2025	\$392
	Estimate	FY 2024	\$367
	Actual	FY 2023	\$368

Part I - Purpose and Scope

The Medical Financial Assistance Program funds health professionals enrolled in the Armed Force Health Professions scholarship and Financial Assistance Program authorized in Title 10, Chapter 105, Sub Chapter I, Section 2121. This program was established to obtain adequate numbers of commissioned officers who have received advanced specialized training in a health professions specialty accredited program that is beyond the basic education required for appointment as a commissioned officer with a designation as a health professional.

Health professionals participating in the program will be commissioned in the Air Force Reserve. They will be detailed as residents at accredited civilian institutions for the purpose of receiving advance specialty training in a critical specialty determined annually by the Air Force Surgeon General. In addition, they will receive military and professional training and instruction for a period of 14 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a monthly stipend of \$2,870 effective 1 July 2024, an increase of \$141. When serving on active duty for training, students will receive the full pay and allowance for the category they are commissioned into. Physicians and dentists will receive the pay and allowance of a Captain (pay grade O-3).

The program currently includes physicians pursuing residency training in specialties including, but not limited to, family practice, obstetrics and gynecology, anesthesiology, internal medicine, diagnostic radiology, and dentists pursuing residency training in pediatric dentistry, endodontics, prosthodontics and periodontics. The list of critical specialties is subject to annual review and revision by the USAF Surgeon General.



**RESERVE PERSONNEL, AIR FORCE  
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)  
(\$ in Thousands)**

PART II - Justification of Funds Requested

In FY 2025, program increased by \$25 thousand due to inflation and the increased monthly stipend.

Expenses for Health Professional students are identified as follows:

Stipend: Stipend for each officer for 11.5 months per year of participation.

Financial Assistance Grant: Payment of an annual grant to all Medical Financial Assistance Program participants not to exceed the amount of \$45,000 effective 1 July 2008.

Pay and Allowances: Pay and allowances for officers on active duty for training for 14 days annually. The dollar amount used in computing requirements include basic pay, government's social security contributions, BAS, BAH, and special and incentive pay as authorized.

Uniforms Allowances: The initial payment, supplement and allowances under provisions of 37 U.S.C. 415 and 416 to purchase required uniforms.

	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	4	\$32,250.00	\$129	4	\$31,798.00	\$127	5	\$33,392.00	\$150
Financial Assistance Grant	5	\$45,000.00	\$225	5	\$45,000.00	\$225	5	\$45,000.00	\$225
Pay and Allowances	4	\$3,500.00	\$14	4	\$3,635.25	\$15	5	\$3,756.22	\$17
Uniform Allowances	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
<b>TOTAL</b>			<b>\$368</b>			<b>\$367</b>			<b>\$392</b>

**Section V**  
**Special Analysis**

**RESERVE PERSONNEL, AIR FORCE**  
**FULL TIME SUPPORT PERSONNEL (END STRENGTH)**  
**FY 2023**

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
<b>ASSIGNMENT:</b>							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	19	47	66	0	48	117	231
RECRUITING RETENTION	9	401	410	1	0	37	448
<b>SUBTOTAL</b>	<b>28</b>	<b>448</b>	<b>476</b>	<b>1</b>	<b>48</b>	<b>154</b>	<b>679</b>
<b>UNITS:</b>							
<b>UNITS</b>							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,154	3,930	5,084	6,946	36	4,109	16,175
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>1,154</b>	<b>3,930</b>	<b>5,084</b>	<b>6,946</b>	<b>36</b>	<b>4,109</b>	<b>16,175</b>
<b>TRAINING:</b>							
RC NON-UNIT INST	1	19	20	1	0	0	21
AC SCHOOLS	12	2	14	0	0	0	14
ROTC	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>13</b>	<b>21</b>	<b>34</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>35</b>
<b>HEADQUARTERS:</b>							
SERVICE HQS	90	101	191	31	65	442	729
AC HQS	35	5	40	0	0	0	40
AC INSTAL/ACTIVITIES	6	20	26	0	0	0	26
RC CHIEFS STAFF	97	40	137	0	7	24	168
OTHERS HQS	63	9	72	0	0	0	72
<b>SUBTOTAL</b>	<b>291</b>	<b>175</b>	<b>466</b>	<b>31</b>	<b>72</b>	<b>466</b>	<b>1,035</b>
<b>OTHERS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL</b>	<b>1,486</b>	<b>4,574</b>	<b>6,060</b>	<b>6,979</b>	<b>156</b>	<b>4,729</b>	<b>17,924</b>

**RESERVE PERSONNEL, AIR FORCE**  
**FULL TIME SUPPORT PERSONNEL (END STRENGTH)**  
**FY 2024**

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
<b>ASSIGNMENT:</b>							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	23	60	83	0	48	117	248
RECRUITING RETENTION	11	400	411	1	0	37	449
<b>SUBTOTAL</b>	<b>34</b>	<b>460</b>	<b>494</b>	<b>1</b>	<b>48</b>	<b>154</b>	<b>697</b>
<b>UNITS:</b>							
<b>UNITS</b>							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,225	3,830	5,055	6,846	36	4,032	15,969
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>1,225</b>	<b>3,830</b>	<b>5,055</b>	<b>6,846</b>	<b>36</b>	<b>4,032</b>	<b>15,969</b>
<b>TRAINING:</b>							
RC NON-UNIT INST	1	19	20	1	0	0	21
AC SCHOOLS	28	2	30	0	0	0	30
ROTC	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>29</b>	<b>21</b>	<b>50</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>51</b>
<b>HEADQUARTERS:</b>							
SERVICE HQS	90	101	191	34	65	439	729
AC HQS	38	5	43	0	0	0	43
AC INSTAL/ACTIVITIES	8	23	31	0	0	0	31
RC CHIEFS STAFF	99	40	139	0	7	26	172
OTHERS HQS	58	9	67	0	0	0	67
<b>SUBTOTAL</b>	<b>293</b>	<b>178</b>	<b>471</b>	<b>34</b>	<b>72</b>	<b>465</b>	<b>1,042</b>
<b>OTHERS</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL</b>	<b>1,581</b>	<b>4,489</b>	<b>6,070</b>	<b>6,882</b>	<b>156</b>	<b>4,651</b>	<b>17,759</b>

**RESERVE PERSONNEL, AIR FORCE  
FULL TIME SUPPORT PERSONNEL (END STRENGTH)  
FY 2025**

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
<b>ASSIGNMENT:</b>							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	24	65	89	0	48	117	254
RECRUITING RETENTION	11	400	411	1	0	45	457
<b>SUBTOTAL</b>	<b>35</b>	<b>465</b>	<b>500</b>	<b>1</b>	<b>48</b>	<b>162</b>	<b>711</b>
<b>UNITS:</b>							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,232	4,064	5,296	6,667	36	4,218	16,217
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>1,232</b>	<b>4,064</b>	<b>5,296</b>	<b>6,667</b>	<b>36</b>	<b>4,218</b>	<b>16,217</b>
<b>TRAINING:</b>							
RC NON-UNIT INST	1	19	20	1	0	0	21
AC SCHOOLS	27	2	29	0	0	0	29
ROTC	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>28</b>	<b>21</b>	<b>49</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>50</b>
<b>HEADQUARTERS:</b>							
SERVICE HQS	93	94	187	28	65	376	656
AC HQS	47	6	53	0	0	0	53
AC INSTAL/ACTIVITIES	7	24	31	0	0	0	31
RC CHIEFS STAFF	98	40	138	0	7	26	171
OTHERS HQS	51	6	57	0	0	0	57
<b>SUBTOTAL</b>	<b>296</b>	<b>170</b>	<b>466</b>	<b>28</b>	<b>72</b>	<b>402</b>	<b>968</b>
OTHERS	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1,591</b>	<b>4,720</b>	<b>6,311</b>	<b>6,697</b>	<b>156</b>	<b>4,782</b>	<b>17,946</b>

**RESERVE PERSONNEL, AIR FORCE  
HEALTH PROFESSIONS SCHOLARSHIP PROGRAM  
AND  
MEDICAL FINANCIAL ASSISTANCE PROGRAM**

**HEALTH PROFESSIONS SCHOLARSHIP ENROLLMENT**

	<b>FY 2023</b>			<b>FY 2024</b>			<b>FY 2025</b>		
	<b>Begin</b>	<b>Average</b>	<b>End</b>	<b>Begin</b>	<b>Average</b>	<b>End</b>	<b>Begin</b>	<b>Average</b>	<b>End</b>
1st Year	274	237	199	199	230	261	261	208	155
2nd Year	402	347	291	291	336	382	382	333	284
3rd Year	381	329	276	276	319	362	362	316	269
4th Year	416	359	301	301	348	395	395	344	293
<b>Total Enrollment</b>	<b>1,473</b>	<b>1,270</b>	<b>1,067</b>	<b>1,067</b>	<b>1,234</b>	<b>1,400</b>	<b>1,400</b>	<b>1,200</b>	<b>1,000</b>

**FINANCIAL ASSISTANCE PROGRAM ENROLLMENTS**

	<b>FY 2023</b>			<b>FY 2024</b>			<b>FY 2025</b>		
	<b>Begin</b>	<b>Average</b>	<b>End</b>	<b>Begin</b>	<b>Average</b>	<b>End</b>	<b>Begin</b>	<b>Average</b>	<b>End</b>
1st Year	1	1	1	1	1	1	1	1	1
2nd Year	1	1	1	1	1	1	1	1	1
3rd Year	1	1	1	1	1	1	1	1	1
4th Year	1	1	1	1	1	1	1	2	2
<b>Total Enrollment</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>5</b>	<b>5</b>
<b>Completed Program Graduates</b>			<b>374</b>			<b>399</b>			<b>368</b>

**RESERVE PERSONNEL, AIR FORCE**  
**NON-PRIOR SERVICE ENLISTMENT BONUS**  
(\$ in Millions)

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,918	4,378	1,799	2,699	1,358	2,038	1,023	1,588	480	723				
Accelerated Payments														
FY2023 Initial Payments	328	2,461												
FY2023 Anniversary Payments			332	500	332	500	332	500	332	500	332	500		
FY2024 Initial Payments			479	3,603										
FY2024 Anniversary Payments					479	721	479	721	479	721	479	721	479	721
FY2025 Initial Payments					479	3,603								
FY2025 Anniversary Payments							479	721	479	721	479	721	479	721
FY2026 Initial Payments							479	3,603						
FY2026 Anniversary Payments									479	721	479	721	479	721
FY2027 Initial Payments									479	3,603				
FY2027 Anniversary Payments											479	721	479	721
FY2028 Initial Payments											479	3,603		
FY2028 Anniversary Payments													479	721
FY2029 Initial Payments													479	3,603
FY2029 Anniversary Payments														
Total Initial Payments	328	2,461	479	3,603	479	3,603	479	3,603	479	3,603	479	3,603	479	3,603
Total Anniversary Payment	2,918	4,378	2,131	3,199	2,169	3,259	2,313	3,530	2,249	3,386	2,248	3,384	2,395	3,605
<b>Total</b>	<b>3,246</b>	<b>6,839</b>	<b>2,610</b>	<b>6,802</b>	<b>2,648</b>	<b>6,862</b>	<b>2,792</b>	<b>7,133</b>	<b>2,728</b>	<b>6,989</b>	<b>2,727</b>	<b>6,987</b>	<b>2,874</b>	<b>7,208</b>

**RESERVE PERSONNEL, AIR FORCE**  
**EDUCATIONAL LOAN REPAYMENT-HEALTH PROFESSIONALS**  
(\$ in Millions)

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	81	1,638	54	1,080	30	600								
Accelerated Payments														
FY2023 Initial Payments	23	468												
FY2023 Anniversary Payments			33	860	33	860	33	860						
FY2024 Initial Payments			27	740										
FY2024 Anniversary Payments					27	740	27	740	27	740				
FY2025 Initial Payments					27	740								
FY2025 Anniversary Payments							27	740	27	740	27	740		
FY2026 Initial Payments							27	740						
FY2026 Anniversary Payments									27	740	27	740	27	740
FY2027 Initial Payments									27	740				
FY2027 Anniversary Payments											27	740	27	740
FY2028 Initial Payments											27	740		
FY2028 Anniversary Payments													27	740
FY2029 Initial Payments													27	740
FY2029 Anniversary Payments														
Total Initial Payments	23	468	27	740	27	740	27	740	27	740	27	740	27	740
Total Anniversary Payment	81	1,638	87	1,940	90	2,200	87	2,340	81	2,220	81	2,220	81	2,220
<b>Total</b>	<b>104</b>	<b>2,106</b>	<b>114</b>	<b>2,680</b>	<b>117</b>	<b>2,940</b>	<b>114</b>	<b>3,080</b>	<b>108</b>	<b>2,960</b>	<b>108</b>	<b>2,960</b>	<b>108</b>	<b>2,960</b>



**RESERVE PERSONNEL, AIR FORCE**  
**CRITICALLY SHORT WARTIME HEALTH SPECIALIST BONUS**  
(\$ in Millions)

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	748	11,227	387	5,805										
Accelerated Payments														
FY2023 Initial Payments	450	6,761												
FY2023 Anniversary Payments			499	7,986	499	7,986								
FY2024 Initial Payments			279	4,675										
FY2024 Anniversary Payments					279	4,675	279	4,675						
FY2025 Initial Payments					382	6,220								
FY2025 Anniversary Payments							382	6,220	382	6,220				
FY2026 Initial Payments							382	6,220						
FY2026 Anniversary Payments									382	6,220	382	6,220		
FY2027 Initial Payments									382	6,220				
FY2027 Anniversary Payments											382	6,220	382	6,220
FY2028 Initial Payments											382	6,220		
FY2028 Anniversary Payments													382	6,220
FY2029 Initial Payments													382	6,220
FY2029 Anniversary Payments														
Total Initial Payments	450	6,761	279	4,675	382	6,220	382	6,220	382	6,220	382	6,220	382	6,220
Total Anniversary Payment	748	11,227	886	13,791	778	12,661	661	10,895	764	12,440	764	12,440	764	12,440
<b>Total</b>	<b>1,198</b>	<b>17,988</b>	<b>1,165</b>	<b>18,466</b>	<b>1,160</b>	<b>18,881</b>	<b>1,043</b>	<b>17,115</b>	<b>1,146</b>	<b>18,660</b>	<b>1,146</b>	<b>18,660</b>	<b>1,146</b>	<b>18,660</b>

**RESERVE PERSONNEL, AIR FORCE**  
**PRIOR ENLISTMENT BONUS**  
(\$ in Millions)

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1,094	1,656	848	1,306	605	908	369	554	135	203				
Accelerated Payments														
FY2023 Initial Payments	149	1,210												
FY2023 Anniversary Payments			149	291	149	291	135	203	135	203	135	203		
FY2024 Initial Payments			142	1,101										
FY2024 Anniversary Payments					142	247	142	247	135	203	135	203	135	203
FY2025 Initial Payments					142	1,105								
FY2025 Anniversary Payments							142	249	142	249	135	205	135	205
FY2026 Initial Payments							142	1,101						
FY2026 Anniversary Payments									142	247	142	247	135	203
FY2027 Initial Payments									142	1,101				
FY2027 Anniversary Payments											142	247	142	247
FY2028 Initial Payments											142	1,101		
FY2028 Anniversary Payments													142	247
FY2029 Initial Payments													142	1,101
FY2029 Anniversary Payments														
Total Initial Payments	149	1,210	142	1,101	142	1,105	142	1,101	142	1,101	142	1,101	142	1,101
Total Anniversary Payment	1,094	1,656	997	1,597	896	1,446	788	1,253	689	1,105	689	1,105	689	1,105
<b>Total</b>	<b>1,243</b>	<b>2,866</b>	<b>1,139</b>	<b>2,698</b>	<b>1,038</b>	<b>2,551</b>	<b>930</b>	<b>2,354</b>	<b>831</b>	<b>2,206</b>	<b>831</b>	<b>2,206</b>	<b>831</b>	<b>2,206</b>

**RESERVE PERSONNEL, AIR FORCE  
AFFILIATION BONUS  
(\$ in Millions)**

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	46	86	23	46			1	2	1	2				
Accelerated Payments														
FY2023 Initial Payments	65	245												
FY2023 Anniversary Payments			66	132	66	132	1	2	1	2	1	2		
FY2024 Initial Payments			4	15										
FY2024 Anniversary Payments					4	8	4	8	1	2	1	2	1	2
FY2025 Initial Payments														
FY2025 Anniversary Payments														
FY2026 Initial Payments							4	15						
FY2026 Anniversary Payments									4	8	4	8	1	2
FY2027 Initial Payments									4	15				
FY2027 Anniversary Payments											4	8	4	8
FY2028 Initial Payments											4	15		
FY2028 Anniversary Payments													4	8
FY2029 Initial Payments													4	15
FY2029 Anniversary Payments														
Total Initial Payments	65	245	4	15			4	15	4	15	4	15	4	15
Total Anniversary Payment	46	86	89	178	70	140	6	12	7	14	10	20	10	20
<b>Total</b>	<b>111</b>	<b>331</b>	<b>93</b>	<b>193</b>	<b>70</b>	<b>140</b>	<b>10</b>	<b>27</b>	<b>11</b>	<b>29</b>	<b>14</b>	<b>35</b>	<b>14</b>	<b>35</b>

**RESERVE PERSONNEL, AIR FORCE  
ACCESSION/AFFILIATION BONUS  
(\$ in Millions)**

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	165	379	106	371										
Accelerated Payments														
FY2023 Initial Payments	49	196												
FY2023 Anniversary Payments			49	172	49	172								
FY2024 Initial Payments			103	439										
FY2024 Anniversary Payments					103	361	103	361						
FY2025 Initial Payments					103	439								
FY2025 Anniversary Payments							103	361	103	361				
FY2026 Initial Payments							103	439						
FY2026 Anniversary Payments									103	361	103	361		
FY2027 Initial Payments									103	439				
FY2027 Anniversary Payments											103	361	103	361
FY2028 Initial Payments											103	439		
FY2028 Anniversary Payments													103	361
FY2029 Initial Payments													103	439
FY2029 Anniversary Payments														
Total Initial Payments	49	196	103	439	103	439	103	439	103	439	103	439	103	439
Total Anniversary Payment	165	379	155	543	152	533	206	722	206	722	206	722	206	722
<b>Total</b>	<b>214</b>	<b>575</b>	<b>258</b>	<b>982</b>	<b>255</b>	<b>972</b>	<b>309</b>	<b>1,161</b>	<b>309</b>	<b>1,161</b>	<b>309</b>	<b>1,161</b>	<b>309</b>	<b>1,161</b>

**RESERVE PERSONNEL, AIR FORCE  
REENLISTMENT BONUS  
(\$ in Millions)**

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,834	4,248	2,196	3,325	1,567	2,351	1,019	1,529	471	707				
Accelerated Payments														
FY2023 Initial Payments	404	2,706												
FY2023 Anniversary Payments			404	637	404	637	323	485	323	485	323	485		
FY2024 Initial Payments			552	3,837										
FY2024 Anniversary Payments					552	859	552	859	471	707	471	707	471	707
FY2025 Initial Payments														
FY2025 Anniversary Payments														
FY2026 Initial Payments							552	3,837						
FY2026 Anniversary Payments									552	859	552	859	471	707
FY2027 Initial Payments									552	3,837				
FY2027 Anniversary Payments											552	859	552	859
FY2028 Initial Payments											552	3,837		
FY2028 Anniversary Payments													552	859
FY2029 Initial Payments													552	3,837
FY2029 Anniversary Payments														
Total Initial Payments	404	2,706	552	3,837			552	3,837	552	3,837	552	3,837	552	3,837
Total Anniversary Payment	2,834	4,248	2,600	3,962	2,523	3,847	1,894	2,873	1,817	2,758	1,898	2,910	2,046	3,132
<b>Total</b>	<b>3,238</b>	<b>6,954</b>	<b>3,152</b>	<b>7,799</b>	<b>2,523</b>	<b>3,847</b>	<b>2,446</b>	<b>6,710</b>	<b>2,369</b>	<b>6,595</b>	<b>2,450</b>	<b>6,747</b>	<b>2,598</b>	<b>6,969</b>

**RESERVE PERSONNEL, AIR FORCE  
STUDENT LOAN REPAYMENT PROGRAM  
(\$ in Millions)**

	<u>FY 2023</u>		<u>FY 2024</u>		<u>FY 2025</u>		<u>FY 2026</u>		<u>FY 2027</u>		<u>FY 2028</u>		<u>FY 2029</u>	
	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount	Number	Amount
Prior Obligations														
Accelerated Payments														
FY2023 Initial Payments	357	526												
FY2023 Anniversary Payments			357	536	357	536								
FY2024 Initial Payments			357	536										
FY2024 Anniversary Payments					357	536	357	536						
FY2025 Initial Payments					357	536								
FY2025 Anniversary Payments							357	536	357	536				
FY2026 Initial Payments							357	536						
FY2026 Anniversary Payments									357	536	357	536		
FY2027 Initial Payments									357	536				
FY2027 Anniversary Payments											357	536	357	536
FY2028 Initial Payments											357	536		
FY2028 Anniversary Payments													357	536
FY2029 Initial Payments													357	536
FY2029 Anniversary Payments													357	536
Total Initial Payments	357	526	357	536	357	536	357	536	357	536	357	536	357	536
Total Anniversary Payment			357	536	714	1,072	714	1,072	714	1,072	714	1,072	714	1,072
<b>Total</b>	<b>357</b>	<b>526</b>	<b>714</b>	<b>1,072</b>	<b>1,071</b>	<b>1,608</b>	<b>1,071</b>	<b>1,608</b>	<b>1,071</b>	<b>1,608</b>	<b>1,071</b>	<b>1,608</b>	<b>1,071</b>	<b>1,608</b>

**RESERVE PERSONNEL, AIR FORCE  
FULL TIME SUPPORT PERSONNEL (AVIATION BONUS - BUSINESS CASE ANALYSIS)**

**PART I - PURPOSE AND SCOPE**

The National Defense Authorization Act (NDAA) for FY 2017, Public Law 114-328, Section 616(b)(2)(B), directs the Secretary concerned to provide the business case analysis of the amount required to address manning shortfalls by aircraft type category in the budget justification documents.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Air Force Reserve requirements and increased demand. The FY 2025 Aviation Program will allow us to offer bonuses to both Full-Time Active Guard and Reserve (AGR) personnel and Technicians (ART),and selected Traditional Reservists (TR).

<b><u>Aircraft Type category:</u></b>	<b>Aircraft Personnel Manning Levels</b>		
	<b>FY 2023</b>	<b>FY 2024</b>	<b>FY 2025</b>
Fighter	82.9%	80.5%	80.8%
Bomber	96.0%	95.4%	96.7%
Mobility	94.4%	93.4%	98.2%
Special Ops	129.5%	128.6%	129.4%
C2ISR	105.0%	106.1%	107.2%
Rescue	66.9%	62.8%	63.2%
RPA	101.1%	99.1%	99.1%
<b>Total</b>	<b>96.5%</b>	<b>95.1%</b>	<b>96.4%</b>

In addition to offering the aviation bonus, the Air Force Reserve is also providing the following non-monetary incentives to maximize combat readiness now and in the future: additional training opportunities and the flexibility of a part time or full time position. For a more detailed explanation on the use of non-monetary incentives to address manning shortfalls and the business case analysis supporting the amount requested by aircraft type refer to the Department’s annual report to Congress on the Aviation Continuation Pay Programs pursuant to title 37 §301b(i).

<b><u>Aircraft Type category:</u></b>	<b>FY 2023 Actual</b>			<b>FY 2024 Estimate</b>			<b>FY 2025 Estimate</b>		
	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>	<b>Strength</b>	<b>Rate</b>	<b>Amount</b>
Fighter	430	27,030	11,623	422	27,502	12,096	400	26,755	12,892
Bomber	52	24,519	1,275	50	25,020	1,304	50	22,060	1,329
Mobility	472	30,572	14,430	452	30,954	14,582	425	31,219	15,983
Special Ops	56	32,679	1,830	52	34,346	1,861	51	33,569	2,062
C2ISR	45	30,133	1,356	44	29,500	1,353	40	31,075	1,497
Rescue	17	22,706	386	16	23,000	384	12	28,250	408
RPA	96	30,948	2,971	94	30,968	3,034	80	32,638	3,145
<b>Total</b>	<b>1,168</b>		<b>33,871</b>	<b>1,130</b>		<b>34,614</b>	<b>1,058</b>		<b>37,316</b>