



**AIR FORCE RESERVE
Fiscal Year (FY) 2026
Budget Estimates**

**APPROPRIATION 3700
RESERVE PERSONNEL, AIR FORCE**

June 2025

UNCLASSIFIED

Department of Defense
FY 2026 President's Budget
Exhibit M-1 FY 2026 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Jun 2025

Reserve Personnel, Air Force

						FY 2026	FY 2026	
						Disc	Reconciliation	FY 2026
						Request	Request	Total
Reserve Component Training and Support								
3700F	010 Pay Group A Training (15 Days & Drills 24/48)	U	732,753	777,440	777,440	831,757		831,757
3700F	020 Pay Group B Training (Backfill For Active Duty)	U	107,081	112,760	112,760	117,758		117,758
3700F	030 Pay Group F Training (Recruits)	U	53,386	64,126	64,126	69,989		69,989
3700F	040 Pay Group P Training (Pipeline Recruits)	U	4,061	5,212	5,212	4,143		4,143
3700F	060 Mobilization Training	U	26	335	335	340		340
3700F	070 School Training	U	210,600	223,400	223,400	229,015		229,015
3700F	080 Special Training	U	322,972	369,582	369,582	348,226		348,226
3700F	090 Administration and Support	U	902,662	958,817	958,817	1,042,433	5,223	1,047,656
3700F	094 Thrift Savings Plan Matching Contributions	U	12,734	10,907	10,907	11,199		11,199
3700F	100 Education Benefits	U	13,337	14,600	14,600	15,431		15,431
3700F	120 Health Profession Scholarship	U	56,322	59,702	59,702	68,799		68,799
3700F	130 Other Programs (Admin & Support)	U	757	392	392	1,457		1,457
Total Budget Activity 01			2,416,691	2,597,273	2,597,273	2,740,547	5,223	2,745,770
Total Reserve Personnel, Air Force			2,416,691	2,597,273	2,597,273	2,740,547	5,223	2,745,770
Total Direct - Reserve Personnel, Air Force			2,416,691	2,597,273	2,597,273	2,740,547	5,223	2,745,770

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Department of Defense
FY 2026 President's Budget
Exhibit M-1 FY 2026 President's Budget
Total Obligational Authority
(Dollars in Thousands)

Jun 2025

Reserve Personnel, Air Force

			FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2026	
			Actuals	Enacted	Supplemental	Total	Disc	Reconciliation	FY 2026
		Sec					Request	Request	Total
<u>Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u>									
1008F	300 Reserve Personnel, Air Force	U	198,046	196,363		196,363	225,417		225,417
Total Reserve Air Force Military Personnel Costs			2,614,737	2,793,636		2,793,636	2,965,964	5,223	2,971,187

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**RESERVE PERSONNEL, AIR FORCE
TABLE OF CONTENTS**

	Page No.
SECTION I - Summary of Requirements by Budget Program	
1 Summary of Requirements by Budget Program (PB-30A)	5
SECTION II - Introduction and Performance Measures	
1 Introduction	8
2 Economic Assumptions	9
3 Performance Measures and Evaluation Summary (PB-30Y)	10
SECTION III - Summary Exhibits	
1 Summary of Personnel (PB-30G)	12
2 Strength by Grade - Reserve Personnel on Tours of Active Duty (PB-30H)	14
3 Strength by Month (PB-30I)	15
4 Schedule of Gains and Losses to Selected Reserve Strengths (PB-30F)	18
5 Summary of Entitlements by Subactivity (PB-30J)	20
6 Analysis of Appropriation Changes (PB-30K)	24
7 Summary of Basic Pay and Retired Pay Accrual Costs (PB-30L)	27
8 Summary of Basic Allowance for Housing (BAH) Costs (PB-30M)	29
9 Summary of Travel Costs (PB-30N)	31
10 Summary of BAS and SIK Costs (PB-30U)	33
11 Schedule of Increases and Decreases (PB-30O)	35
SECTION IV - Detail of Reserve Personnel Entitlements	
Unit and Individual Training	
1 Training - Pay Group A	42
2 Training - Pay Group B	51
3 Training - Pay Group F	59
4 Training - Pay Group P	62

All figures in this exhibit are for the FY2026 discretionary appropriations President's Budget request unless otherwise noted.
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**RESERVE PERSONNEL, AIR FORCE
TABLE OF CONTENTS**

	Page No.
(SECTION IV cont'd)	
Other Training and Support	
5 Mobilization Training	65
6 School Training	68
7 Special Training	74
8 Administration and Support	81
9 Thrift Savings Plan (TSP)	102
10 Education Benefits	105
11 Health Professions Scholarship Program (HPSP)	109
12 Medical Financial Assistance Program (FAP)	112
 SECTION V - Special Analysis	
1 Full-Time Personnel Support (PB-30W)	116
2 HPSP and FAP Enrollments	119
3 Bonus Programs	120
4 Aviation Bonus - Business Case Analysis	129

Section I

Summary of Requirements

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

	FY 2024 Actuals	FY 2025 Enactment	FY 2026 Estimate
<u>DIRECT PROGRAM</u>			
Reserve Component Training and Support	\$2,416,691	\$2,597,273	\$2,740,547
TOTAL Direct Program	\$2,416,691	\$2,597,273	\$2,740,547
<u>REIMBURSABLE PROGRAM</u>			
Reserve Component Training and Support	\$13,317	\$22,079	\$13,321
TOTAL Reimbursable Program	\$13,317	\$22,079	\$13,321
<u>TOTAL BASELINE PROGRAM</u>			
Reserve Component Training and Support	\$2,430,008	\$2,619,352	\$2,753,868
TOTAL Baseline Program	\$2,430,008	\$2,619,352	\$2,753,868
Medicare Eligible Retiree Health Fund Contribution	\$198,046	\$196,363	\$225,417
TOTAL RESERVE PERSONNEL PROGRAM COST	\$2,628,054	\$2,815,715	\$2,979,285
Memo Entry: Other COCOM SUPPORT			
Yellow Ribbon Reintegration Program	\$9,314	\$10,059	\$10,864
TOTAL COCOM SUPPORT	\$9,314	\$10,059	\$10,864

The FY 2026 Department of Defense's (DoD) budget request includes requirements for Discretionary and Reconciliation (or mandatory) resources. Discretionary amounts (\$2,740,547 thousand) reflect the Department's request for resources enacted through the FY 2026 appropriations process. Mandatory (reconciliation) amounts (\$5,223 thousand) reflect the DoD's request for resources enacted through the Reconciliation process. The mandatory funds supplemental payments to military personnel to secure suitable housing in areas with a high cost of living, support the retention of Enlisted personnel in critical skill fields, and provide an additional seven days of Temporary Lodging Expense (TLE) (from 14 to 21 days). Mandatory funds are not included in the detailed exhibits of this request; however, the exhibits have been annotated with footnotes. Aside from the M-1 Exhibit, the RPAF Justification of Estimates' exhibits and tables will only reflect discretionary amounts. Further information for this reconciliation request is provided in the DoD FY 2026 Reconciliation Budget, Section 20001: Quality of Life. FY 2026 funding for homeland territorial integrity and security is included in Reconciliation Exhibit Section 20011: Homeland Border Securities Initiatives.

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

	FY 2024 Actuals	FY 2025 Enactment	FY 2026 Estimate
DIRECT PROGRAM	\$2,416,691	\$2,597,273	\$2,740,547
REIMBURSABLE PROGRAM	\$13,317	\$22,079	\$13,321
TOTAL RESERVE PERSONNEL COSTS	\$2,430,008	\$2,619,352	\$2,753,868
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$198,046	\$196,363	\$225,417
TOTAL RESERVE PERSONNEL, AIR FORCE (RPAF) FUNDING	\$2,628,054	\$2,815,715	\$2,979,285
Memo Entry: Other COCOM SUPPORT			
Yellow Ribbon Reintegration Program	\$9,314	\$10,059	\$10,864
TOTAL COCOM SUPPORT			
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
MOBILIZATION PAY AND ALLOWANCES	\$218,640	\$261,884	\$232,918
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	\$329,340	\$371,331	\$376,022
TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, AIR FORCE	\$547,980	\$633,215	\$608,940
<u>TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS</u>	\$3,176,034	\$3,448,930	\$3,588,225

The FY 2026 Department of Defense's (DoD) budget request includes requirements for Discretionary and Reconciliation (or mandatory) resources. Discretionary amounts (\$2,740,547 thousand) reflect the Department's request for resources enacted through the FY 2026 appropriations process. Mandatory (reconciliation) amounts (\$5,223 thousand) reflect the DoD's request for resources enacted through the Reconciliation process. The mandatory funds supplemental payments to military personnel to secure suitable housing in areas with a high cost of living, support the retention of Enlisted personnel in critical skill fields, and provide an additional seven days of Temporary Lodging Expense (TLE) (from 14 to 21 days). Mandatory funds are not included in the detailed exhibits of this request; however, the exhibits have been annotated with footnotes. Aside from the M-1 Exhibit, the RPAF Justification of Estimates' exhibits and tables will only reflect discretionary amounts. Further information for this reconciliation request is provided in the DoD FY 2026 Reconciliation Budget, Section 20001: Quality of Life. FY 2026 funding for homeland territorial integrity and security is included in Reconciliation Exhibit Section 20011: Homeland Border Securities Initiatives.

Section II

Introduction and Performance Measures

RESERVE PERSONNEL, AIR FORCE

Introductory Statement (Appropriation Highlights):

The Air Force Reserve is a combat-ready force committed to defending the Nation, deterring aggression and – if necessary – defeating our adversaries. We are an efficient, accessible, experienced, and above all, lethal force. Our trained and qualified Title 10 personnel provide surge capacity and strategic depth to the Joint Force and Active Component whenever our Nation calls. We will restore peace through strength by reviving our warrior ethos, rebuilding our military and reestablishing deterrence against the threats posed by our adversaries.

To do this, the Air Force Reserve must rebalance resources to enable essential training and critical unit transitions—converting F-16 units to F-35s, KC-135s to KC-46As. These platforms, and the training our Citizen Airmen require, will deliver speed, survivability, and the advanced warfare capabilities necessary to prevail in the Indo-Pacific theater and across the globe. By investing in these transitions and essential training requirements, the Air Force Reserve will maintain a forward posture and deter aggression while upholding our responsibility to defend America and its allies.

The Fiscal Year 2026 budget request is presented by pay category and reflects the training required to ensure our readiness. These investments provide for Initial Active-Duty Training (IADT), Schools and Special tours required to attain and maintain skill-level proficiency as well as critical mission assignments. Also included are funds to support Reservists activated for the administration and management of Headquarters functions, as well as recruiting for Air Force Reserve programs. Finally, funds are 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.

The Fiscal Year 2026 request of \$2,740.5 million includes \$85.2 million in price growth due to inflation, including a 3.8 percent pay raise effective 1 January 2026 and \$58.1 million in program increases. These additional funds are necessary to support an increase in end strength from 67,000 to 67,500, focused on civil engineering, flightline security, and cyber operations to directly support unit conversions while accounting for the transfer of billets to the United States Space Force. This request also includes funding for aviation bonuses to improve retention and ensure that the Air Force Reserve has the highly qualified aviators needed to fly, fight and win.

This budget's modest increase reflects a renewed focus on efficiency, accountability and lethality and will allow the Air Force Reserve to continue to seamlessly integrate with active components to maintain a competitive edge in the Strategic Environment, where adversaries are rapidly advancing their military capabilities.

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. As part of the FY 2026 Budget Review, the Department reduced the military personnel budget estimates to moderate the loss of critical defense resources because of continued unexpended/unobligated balances annually. Specifically, the Air Force Reserve decentralized programs, distributed funding to the Wings sooner and allowed them to expend allocations earlier in the fiscal year. As a result, unobligated balances are declining, and we expect this downward trend of unobligated/unexpended balances to continue 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

	FY 2024	FY 2025	FY 2026
Maximum Social Security Pay Base	\$168,600	\$176,100	\$181,800
FICA Rate	7.65%	7.65%	7.65%
Military Personnel Pay Increase	5.20%	4.50%	3.80%
Basic Allowance for Housing	4.20%	4.30%	4.20%

EFFECTIVE ENTIRE FISCAL YEAR

	FY 2024	FY 2025	FY 2026
Non-Pay Inflation	2.30%	2.20%	2.10%
Retired Pay Accrual, Part Time Personnel	23.10%	21.50%	22.60%
Retired pay Accrual, Full Time Personnel	30.00%	26.60%	24.30%
Per Capita Payment to the DoD Education Benefits Fund	\$0	\$100	\$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 Interim National Defense Strategic Guidance (INDSG).

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 INDSG objectives.

PERFORMANCE MEASURES

	<u>FY 2024 Actual</u>	<u>FY 2025 Planned</u>	<u>FY 2026 Planned</u>
Average Strength	65,826	65,714	67,434
End Strength	65,679	65,313	67,500
Authorized End Strength	69,600	67,000	

The Air Force Reserve continues transitioning from legacy to new missions based on Total Force decisions. Based on the FY 2024 end strength results of 65,679 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. The FY24 National Defense Authorization Act (NDAA) authorized the Space Force Personnel Management Act which allows the Space Force to manage Guardians under a single personnel management system, combining legacy Active-Duty Guardians with current Air Force Reserve (AFR) personnel performing Space Mission, creating a Space Force without component.

Section III

SUMMARY TABLES

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 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>
<u>Paid Drill/Individual Training</u>									
Pay Group A - Officers (48 drills/15 AD Tng Days)	8,709	8,712	8,682	8,682	8,654	8,604	8,604	8,496	8,424
Pay Group A - Enlisted (48 drills/15 AD Tng Days)	41,765	41,136	40,613	40,613	40,417	40,487	40,487	42,825	43,176
Subtotal Pay Group A	50,474	49,848	49,295	49,295	49,071	49,091	49,091	51,321	51,600
Pay Group B - Officers	4,643	4,694	4,789	4,789	4,790	4,593	4,593	4,500	4,384
Pay Group B - Enlisted	2,719	2,743	2,808	2,808	2,799	2,792	2,792	2,775	2,769
Subtotal Pay Group B	7,362	7,437	7,597	7,597	7,589	7,385	7,385	7,275	7,153
Pay Group F - Enlisted (AD Days 178)	756	873	871	871	925	946	946	1,030	1,110
Pay Group P - Enlisted - Paid	1,564	1,704	1,842	1,842	2,073	1,580	1,580	1,527	1,419
Pay Group P - Enlisted - Non Paid	0	0	0	0	0	0	0	0	0
Subtotal Pay Group F/P	2,320	2,577	2,713	2,713	2,998	2,526	2,526	2,557	2,529
Officer Subtotal	13,352	13,406	13,471	13,471	13,444	13,197	13,197	12,996	12,808
Enlisted Subtotal	46,804	46,456	46,134	46,134	46,214	45,805	45,805	48,157	48,474
Subtotal Paid Drill/Ind Tng	60,156	59,862	59,605	59,605	59,658	59,002	59,002	61,153	61,282
<u>Full-time Active Duty</u>									
Officers	1,486	1,443	1,455	1,455	1,463	1,591	1,591	1,558	1,511
Enlisted	4,574	4,521	4,619	4,619	4,593	4,720	4,720	4,723	4,707
Subtotal Full-time	6,060	5,964	6,074	6,074	6,056	6,311	6,311	6,281	6,218
<u>Total Selected Reserve</u>									
Officers	14,838	14,849	14,926	14,926	14,907	14,788	14,788	14,554	14,319
Enlisted	51,378	50,977	50,753	50,753	50,807	50,525	50,525	52,880	53,181
Total	66,216	65,826	65,679	65,679	65,714	65,313	65,313	67,434	67,500

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 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>
<u>Individual Ready Reserve</u>									
Officers	7,379	7,399	7,419	7,419	7,439	7,458	7,458	7,478	7,498
Enlisted	23,099	23,078	23,056	23,056	22,876	22,696	22,696	22,434	22,172
Total	30,478	30,477	30,475	30,475	30,315	30,154	30,154	29,912	29,670
<u>Reimbursable Strength (Included on previous page)</u>									
<u>Paid Drill/Individual Training</u>									
Pay Group B - Officers	31	31	31	31	31	31	31	0	0
Pay Group B - Enlisted	0	0	0	0	0	0	0	0	0
Total Pay Group B	31	31	31	31	31	31	31	0	0
<u>Full-time Active Duty</u>									
Officers	50	50	50	50	50	50	50	50	50
Enlisted	54	54	54	54	54	54	54	54	54
Subtotal Full-time	104	104	104	104	104	104	104	104	104
<u>Total Reimb Personnel</u>									
Officers	81	81	81	81	81	81	81	50	50
Enlisted	54	54	54	54	54	54	54	54	54
Total	135	135	135	135	135	135	135	104	104

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	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	172	172	170	170	168	166	166	158	148
O-5 Lieutenant Colonel	644	617	621	621	642	724	724	786	841
O-4 Major	535	514	524	524	510	556	556	538	519
O-3 Captain	117	121	122	122	125	128	128	67	3
O-2 1st Lieutenant	15	16	16	16	16	15	15	8	0
O-1 2nd Lieutenant	3	3	2	2	2	2	2	1	0
WO-5	0	0	0	0	0	0	0	0	0
WO-4	0	0	0	0	0	0	0	0	0
WO-3	0	0	0	0	0	0	0	0	0
WO-2	0	0	0	0	0	0	0	0	0
WO-1	0	0	0	0	0	0	0	0	0
Total Officers	1,486	1,443	1,455	1,455	1,463	1,591	1,591	1,558	1,511
<u>Enlisted Personnel</u>									
E-9 Chief Master Sergeant	219	221	223	223	235	247	247	239	231
E-8 Senior Master Sergeant	588	583	578	578	569	573	573	575	576
E-7 Master Sergeant	1,735	1,739	1,811	1,811	1,793	1,840	1,840	1,867	1,882
E-6 Technical Sergeant	1,105	1,076	1,117	1,117	1,102	1,136	1,136	1,123	1,108
E-5 Staff Sergeant	771	763	771	771	778	812	812	811	807
E-4 Senior Airman	153	135	116	116	113	109	109	106	103
E-3 Airman First Class	2	2	1	1	1	1	1	1	0
E-2 Airman	0	0	0	0	0	0	0	0	0
E-1 Airman Basic	1	2	2	2	2	2	2	1	0
Total Enlisted	4,574	4,521	4,619	4,619	4,593	4,720	4,720	4,723	4,707
Total Personnel on Active Duty	6,060	5,964	6,074	6,074	6,056	6,311	6,311	6,281	6,218

RESERVE PERSONNEL, AIR FORCE
STRENGTH BY MONTH

FY 2024 Strength by Month

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total
	Officers	Enlisted	Total	Officers	Enlisted	Total	Group F	Paid	NonPaid	Drill	Officers	Enlisted	Total	Reserve
September 30, 2023	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	8,711	41,696	50,407	4,628	2,694	7,322	761	1,566	0	60,056	1,445	4,522	5,967	66,023
November	8,721	41,615	50,336	4,631	2,696	7,327	746	1,595	0	60,004	1,430	4,514	5,944	65,948
December	8,739	41,475	50,214	4,657	2,705	7,362	779	1,644	0	59,999	1,432	4,487	5,919	65,918
January	8,705	41,352	50,057	4,676	2,721	7,397	849	1,609	0	59,912	1,437	4,444	5,881	65,793
February	8,711	41,269	49,980	4,683	2,718	7,401	896	1,604	0	59,881	1,438	4,444	5,882	65,763
March	8,687	41,170	49,857	4,686	2,743	7,429	871	1,733	0	59,890	1,441	4,456	5,897	65,787
April	8,708	41,027	49,735	4,705	2,739	7,444	906	1,725	0	59,810	1,442	4,491	5,933	65,743
May	8,729	40,858	49,587	4,709	2,758	7,467	933	1,796	0	59,783	1,440	4,524	5,964	65,747
June	8,714	40,740	49,454	4,712	2,780	7,492	983	1,830	0	59,759	1,447	4,566	6,013	65,772
July	8,718	40,639	49,357	4,737	2,799	7,536	964	1,814	0	59,671	1,448	4,594	6,042	65,713
August	8,704	40,600	49,304	4,785	2,794	7,579	971	1,834	0	59,688	1,445	4,610	6,055	65,743
September 30, 2024	8,682	40,613	49,295	4,789	2,808	7,597	871	1,842	0	59,605	1,455	4,619	6,074	65,679
Average	8,712	41,136	49,848	4,694	2,743	7,437	873	1,704	0	59,862	1,443	4,521	5,964	65,826

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

AC Funded	RC Funded	TOTAL	Primary Mission Being Performed
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
39	0	39	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

RESERVE PERSONNEL, AIR FORCE
STRENGTH BY MONTH

FY 2025 Strength by Month

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total
	Officers	Enlisted	Total	Officers	Enlisted	Total	Group F	Paid	NonPaid	Drill	Officers	Enlisted	Total	Reserve
September 30, 2024	8,682	40,613	49,295	4,789	2,808	7,597	871	1,842	0	59,605	1,455	4,619	6,074	65,679
October	8,656	40,430	49,086	4,810	2,805	7,615	897	1,946	0	59,544	1,446	4,632	6,078	65,622
November	8,686	40,360	49,046	4,839	2,810	7,649	882	2,059	0	59,636	1,440	4,593	6,033	65,669
December	8,720	40,200	48,920	4,836	2,801	7,637	847	2,204	0	59,608	1,433	4,574	6,007	65,615
January	8,671	40,200	48,871	4,832	2,806	7,638	855	2,257	0	59,621	1,427	4,548	5,975	65,596
February	8,686	40,120	48,806	4,846	2,798	7,644	908	2,345	0	59,703	1,424	4,534	5,958	65,661
March	8,659	40,012	48,671	4,846	2,805	7,651	952	2,415	0	59,689	1,425	4,521	5,946	65,635
April	8,678	40,184	48,862	4,858	2,805	7,663	1,044	2,070	0	59,639	1,439	4,518	5,957	65,596
May	8,619	40,800	49,419	4,799	2,788	7,587	958	2,180	0	60,144	1,460	4,588	6,048	66,192
June	8,611	40,999	49,610	4,780	2,788	7,568	953	2,038	0	60,169	1,487	4,608	6,095	66,264
July	8,610	40,655	49,265	4,703	2,790	7,493	951	1,928	0	59,637	1,507	4,645	6,152	65,789
August	8,606	40,494	49,100	4,642	2,791	7,433	947	1,727	0	59,207	1,550	4,688	6,238	65,445
September 30, 2025	8,604	40,487	49,091	4,593	2,792	7,385	946	1,580	0	59,002	1,591	4,720	6,311	65,313
Average	8,654	40,417	49,071	4,790	2,799	7,589	925	2,073	0	59,658	1,463	4,593	6,056	65,714

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

AC Funded	RC Funded	TOTAL	Primary Mission Being Performed
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
140	0	140	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

The FY 2026 President's Budget Appendix for FY 2025 shows a projected end strength of 65,984; however, an updated projection reduced the end strength amount to a more realistic level of 65,313.

RESERVE PERSONNEL, AIR FORCE
STRENGTH BY MONTH

FY 2026 Strength by Month

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total
	Officers	Enlisted	Total	Officers	Enlisted	Total	Group F	Paid	NonPaid	Drill	Officers	Enlisted	Total	Reserve
September 30, 2025	8,604	40,487	49,091	4,593	2,792	7,385	946	1,580	0	59,002	1,591	4,720	6,311	65,313
October	8,598	40,951	49,549	4,629	2,784	7,413	930	1,588	0	59,480	1,596	4,734	6,330	65,810
November	8,566	41,595	50,161	4,572	2,783	7,355	941	1,598	0	60,055	1,592	4,736	6,328	66,383
December	8,521	41,989	50,510	4,570	2,780	7,350	987	1,623	0	60,470	1,585	4,731	6,316	66,786
January	8,512	42,619	51,131	4,541	2,779	7,320	999	1,567	0	61,017	1,571	4,728	6,299	67,316
February	8,501	43,363	51,864	4,509	2,774	7,283	1,007	1,532	0	61,686	1,566	4,731	6,297	67,983
March	8,492	43,607	52,099	4,488	2,771	7,259	1,034	1,519	0	61,911	1,559	4,722	6,281	68,192
April	8,481	43,850	52,331	4,477	2,771	7,248	1,066	1,526	0	62,171	1,547	4,721	6,268	68,439
May	8,455	43,694	52,149	4,456	2,771	7,227	1,078	1,501	0	61,955	1,544	4,714	6,258	68,213
June	8,444	43,568	52,012	4,436	2,771	7,207	1,088	1,484	0	61,791	1,536	4,719	6,255	68,046
July	8,439	43,442	51,881	4,421	2,770	7,191	1,099	1,463	0	61,634	1,528	4,712	6,240	67,874
August	8,429	43,386	51,815	4,410	2,770	7,180	1,105	1,423	0	61,523	1,523	4,709	6,232	67,755
September 30, 2026	8,424	43,176	51,600	4,384	2,769	7,153	1,110	1,419	0	61,282	1,511	4,707	6,218	67,500
Average	8,496	42,825	51,321	4,500	2,775	7,275	1,030	1,527	0	61,153	1,558	4,723	6,281	67,434

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

AC Funded	RC Funded	TOTAL	Primary Mission Being Performed
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
140	0	140	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

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

	<u>OFFICERS</u>		
	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
BEGINNING STRENGTH	14,838	14,926	14,788
<u>GAINS</u>			
Non-Prior Service Personnel	23	16	19
Male	17	12	15
Female	6	4	4
Prior Service Personnel	1,578	1,557	1,319
Civilian Life	47	31	31
Active Component	661	670	610
Enlisted Commissioning Programs	326	310	290
Other Reserve Status/Component	316	265	238
All Other	228	281	150
TOTAL GAINS	1,601	1,573	1,338
<u>LOSSES</u>			
Civilian Life	92	80	110
Active Component	34	42	71
Retired Reserves	848	701	801
Space Force Transfers	0	178	0
Other Reserve Status/Component	98	100	100
All Other	441	610	725
TOTAL LOSSES	1,513	1,711	1,807
END STRENGTH	14,926	14,788	14,319

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

	<u>ENLISTED</u>		
	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
BEGINNING STRENGTH	51,378	50,753	50,525
<u>GAINS</u>			
Non-Prior Service Personnel	2,636	2,655	2,940
Male	2,001	2,010	2,140
Female	635	645	800
Prior Service Personnel	3,639	3,724	4,694
Civilian Life	498	500	640
Active Component	1,594	1,430	1,848
Other Reserve Status/Component	1,131	1,210	1,390
All Other	416	584	816
TOTAL GAINS	6,275	6,379	7,634
<u>LOSSES</u>			
Civilian Life	2,036	1,781	1,701
Active Component	42	46	27
To Officer Status	328	265	167
Retired Reserves	1,842	1,294	1,090
Space Force Transfers	0	172	0
Other Reserve Status/Component	2,441	2,861	1,866
All Other	211	188	127
TOTAL LOSSES	6,900	6,607	4,978
END STRENGTH	50,753	50,525	53,181

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>UNIT AND INDIVIDUAL TRAINING</u>									
<u>PAY GROUP A</u>									
Active Duty Training	\$47,035	\$118,272	\$165,307	\$48,335	\$121,645	\$169,980	\$49,666	\$134,780	\$184,446
Inactive Duty Training									
Unit Training Assemblies	\$126,522	\$280,771	\$407,293	\$148,900	\$291,332	\$440,232	\$152,626	\$323,440	\$476,066
Flight Training	\$32,756	\$6,847	\$39,603	\$33,619	\$7,054	\$40,673	\$34,558	\$7,826	\$42,384
Training Preparation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Readiness Management Periods	\$5,580	\$4,984	\$10,564	\$5,730	\$5,140	\$10,870	\$5,897	\$5,712	\$11,609
Military Funeral Honors	\$6	\$51	\$57	\$6	\$60	\$66	\$6	\$66	\$72
Clothing	\$758	\$9,586	\$10,344	\$769	\$9,796	\$10,565	\$768	\$10,002	\$10,770
Subsistence of Enlisted Personnel	\$0	\$1,614	\$1,614	\$0	\$1,625	\$1,625	\$0	\$1,772	\$1,772
Travel	\$18,861	\$79,110	\$97,971	\$19,147	\$79,641	\$98,788	\$19,193	\$85,445	\$104,638
TOTAL DIRECT OBLIGATIONS	\$231,518	\$501,235	\$732,753	\$256,506	\$516,293	\$772,799	\$262,714	\$569,043	\$831,757
<u>PAY GROUP B</u>									
Active Duty Training	\$25,138	\$8,008	\$33,146	\$26,547	\$8,527	\$35,074	\$26,277	\$8,814	\$35,091
Inactive Duty Training	\$49,064	\$12,271	\$61,335	\$54,763	\$14,946	\$69,709	\$54,319	\$15,466	\$69,785
Clothing	\$17	\$5	\$22	\$18	\$5	\$23	\$16	\$5	\$21
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$8,469	\$4,109	\$12,578	\$8,833	\$4,282	\$13,115	\$8,526	\$4,335	\$12,861
TOTAL DIRECT OBLIGATIONS	\$82,688	\$24,393	\$107,081	\$90,161	\$27,760	\$117,921	\$89,138	\$28,620	\$117,758
<u>PAY GROUP F</u>									
Active Duty Training	\$0	\$44,215	\$44,215	\$0	\$50,363	\$50,363	\$0	\$58,696	\$58,696
Clothing	\$0	\$5,927	\$5,927	\$0	\$6,418	\$6,418	\$0	\$7,298	\$7,298
Subsistence of Enlisted Personnel	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel	\$0	\$3,244	\$3,244	\$0	\$3,512	\$3,512	\$0	\$3,995	\$3,995
TOTAL DIRECT OBLIGATIONS	\$0	\$53,386	\$53,386	\$0	\$60,293	\$60,293	\$0	\$69,989	\$69,989
<u>PAY GROUP P</u>									
Inactive Duty Training	\$0	\$4,061	\$4,061	\$0	\$5,364	\$5,364	\$0	\$4,143	\$4,143
TOTAL DIRECT OBLIGATIONS	\$0	\$4,061	\$4,061	\$0	\$5,364	\$5,364	\$0	\$4,143	\$4,143
TOTAL UNIT AND INDIVIDUAL TRAINING	\$314,206	\$583,075	\$897,281	\$346,667	\$609,710	\$956,377	\$351,852	\$671,795	\$1,023,647

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>OTHER TRAINING AND SUPPORT</u>									
<u>MOBILIZATION TRAINING</u>									
IRR Muster/Screening	\$0	\$26	\$26	\$13	\$127	\$140	\$13	\$129	\$142
IRR Readiness Training	\$0	\$0	\$0	\$15	\$180	\$195	\$15	\$183	\$198
TOTAL DIRECT OBLIGATIONS	\$0	\$26	\$26	\$28	\$307	\$335	\$28	\$312	\$340
<u>SCHOOL TRAINING</u>									
Career Development Training	\$23,026	\$20,456	\$43,482	\$24,128	\$21,322	\$45,450	\$24,203	\$22,935	\$47,138
Initial Skill Acquisition Training	\$6,248	\$30,798	\$37,046	\$6,549	\$32,105	\$38,654	\$6,570	\$34,536	\$41,106
Officer Training School	\$1,998	\$6,765	\$8,763	\$2,094	\$7,051	\$9,145	\$2,100	\$7,584	\$9,684
Recruiter Training	\$0	\$400	\$400	\$0	\$417	\$417	\$0	\$448	\$448
Refresher & Proficiency Training	\$11,974	\$7,320	\$19,294	\$12,547	\$7,630	\$20,177	\$12,586	\$8,206	\$20,792
Undergraduate Pilot/Nav Training	\$57,500	\$28,854	\$86,354	\$60,261	\$30,078	\$90,339	\$60,977	\$32,356	\$93,333
Unit Conversion Training	\$8,037	\$7,224	\$15,261	\$8,247	\$7,372	\$15,619	\$8,431	\$8,083	\$16,514
TOTAL DIRECT OBLIGATIONS	\$108,783	\$101,817	\$210,600	\$113,826	\$105,975	\$219,801	\$114,867	\$114,148	\$229,015
<u>SPECIAL TRAINING</u>									
Command & Staff Supervision	\$4,849	\$3,260	\$8,109	\$5,060	\$3,384	\$8,444	\$5,009	\$3,590	\$8,599
Competitive Events	\$112	\$0	\$112	\$117	\$0	\$117	\$116	\$0	\$116
Exercises	\$6,040	\$11,424	\$17,464	\$6,305	\$11,857	\$18,162	\$6,241	\$12,582	\$18,823
Management Support	\$59,155	\$164,366	\$223,521	\$61,760	\$170,675	\$232,435	\$61,143	\$181,171	\$242,314
Operational Training	\$2,924	\$48,781	\$51,705	\$3,056	\$50,679	\$53,735	\$3,026	\$53,819	\$56,845
Recruiting/Retention	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Service Mission/Mission Support	\$2,203	\$3,706	\$5,909	\$2,252	\$3,766	\$6,018	\$2,295	\$4,114	\$6,409
Unit Conversion Training	\$706	\$3,167	\$3,873	\$722	\$3,220	\$3,942	\$736	\$3,520	\$4,256
Drug Interdiction Activity	\$733	\$2,232	\$2,965	\$0	\$0	\$0	\$0	\$0	\$0
Yellow Ribbon	\$5,505	\$3,809	\$9,314	\$5,946	\$4,113	\$10,059	\$6,421	\$4,443	\$10,864
TOTAL DIRECT OBLIGATIONS	\$82,227	\$240,745	\$322,972	\$85,218	\$247,694	\$332,912	\$84,987	\$263,239	\$348,226

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>ADMINISTRATION AND SUPPORT</u>									
Full Time Pay and Allowances	\$300,231	\$524,665	\$824,896	\$311,847	\$548,996	\$860,843	\$344,074	\$576,106	\$920,180
Basic Needs Allowance	\$0	\$0	\$0	\$0	\$2,120	\$2,120	\$0	\$2,182	\$2,182
Clothing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Travel/PCS	\$3,635	\$5,612	\$9,247	\$4,458	\$7,203	\$11,661	\$5,301	\$8,169	\$13,470
Death Gratuities	\$100	\$500	\$600	\$100	\$100	\$200	\$100	\$100	\$200
Health Profession Stipend	\$943	\$0	\$943	\$1,250	\$0	\$1,250	\$1,618	\$0	\$1,618
Transportation Subsidy	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Disability & Hospitalization	\$41	\$53	\$94	\$24	\$76	\$100	\$25	\$79	\$104
Reserve Incentive	\$45,628	\$20,727	\$66,355	\$53,313	\$67,740	\$121,053	\$55,547	\$48,555	\$104,102
\$30,000 Lump Sum Bonus	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Continuation Pay	\$298	\$229	\$527	\$334	\$261	\$595	\$315	\$262	\$577
TOTAL DIRECT OBLIGATIONS	\$350,876	\$551,786	\$902,662	\$371,326	\$626,496	\$997,822	\$406,980	\$635,453	\$1,042,433
<u>(OTHER TRAINING AND SUPPORT cont'd)</u>									
<u>TSP MATCHING CONTRIBUTIONS</u>									
TSP Matching Contributions	\$4,102	\$8,632	\$12,734	\$3,154	\$7,841	\$10,995	\$3,027	\$8,172	\$11,199
TOTAL DIRECT OBLIGATIONS	\$4,102	\$8,632	\$12,734	\$3,154	\$7,841	\$10,995	\$3,027	\$8,172	\$11,199
<u>EDUCATION BENEFITS</u>									
Benefits Accrual: Basic Benefits (Chap.1606)	\$0	\$0	\$0	\$0	\$187	\$187	\$0	\$208	\$208
Tuition Assistance	\$805	\$12,329	\$13,134	\$805	\$11,647	\$12,452	\$805	\$11,647	\$12,452
Kicker Program	\$0	\$203	\$203	\$0	\$1,956	\$1,956	\$0	\$2,771	\$2,771
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
TOTAL DIRECT OBLIGATIONS	\$805	\$12,532	\$13,337	\$805	\$13,790	\$14,595	\$805	\$14,626	\$15,431
TOTAL RESERVE PERSONNEL TRAINING	546,793	915,538	1,462,331	574,357	1,002,103	1,576,460	610,694	1,035,950	1,646,644

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>									
Stipend	\$36,102	\$0	\$36,102	\$41,178	\$0	\$41,178	\$45,050	\$0	\$45,050
Pay and Allowances, Active Duty for Training	\$14,625	\$0	\$14,625	\$16,504	\$0	\$16,504	\$18,002	\$0	\$18,002
Uniform Allowance	\$95	\$0	\$95	\$95	\$0	\$95	\$95	\$0	\$95
Travel	\$3,596	\$0	\$3,596	\$3,675	\$0	\$3,675	\$3,752	\$0	\$3,752
Critical Skills Accession Bonus	\$1,904	\$0	\$1,904	\$1,900	\$0	\$1,900	\$1,900	\$0	\$1,900
TOTAL DIRECT OBLIGATIONS	\$56,322	\$0	\$56,322	\$63,352	\$0	\$63,352	\$68,799	\$0	\$68,799
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>									
Stipend	\$254	\$0	\$254	\$572	\$0	\$572	\$935	\$0	\$935
Financial Assistance Grant	\$495	\$0	\$495	\$495	\$0	\$495	\$495	\$0	\$495
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	\$8	\$0	\$8	\$17	\$0	\$17	\$27	\$0	\$27
TOTAL DIRECT OBLIGATIONS	\$757	\$0	\$757	\$1,084	\$0	\$1,084	\$1,457	\$0	\$1,457
TOTAL OTHER TRAINING AND SUPPORT	\$603,872	\$915,538	\$1,519,410	\$638,793	\$1,002,103	\$1,640,896	\$680,950	\$1,035,950	\$1,716,900
TOTAL DIRECT PROGRAM	\$918,078	\$1,498,613	\$2,416,691	\$985,460	\$1,611,813	\$2,597,273	\$1,032,802	\$1,707,745	\$2,740,547

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2025 (\$ in Thousands)**

	FY 2025 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET) / SHORTFALL	FY25 COLUMN OF THE FY26 PRES BUDGET
<u>PAY GROUP A</u>								
Active Duty Training	\$169,251	\$1,000	\$170,251	(\$271)	\$169,980	\$0	\$0	\$169,980
Inactive Duty Training								
Unit Training Assemblies	\$442,898	\$3,000	\$445,898	(\$5,666)	\$440,232	\$0	\$0	\$440,232
Flight Training	\$41,385	\$0	\$41,385	(\$712)	\$40,673	\$0	\$0	\$40,673
Readiness Management Periods	\$10,916	\$0	\$10,916	(\$46)	\$10,870	\$0	\$0	\$10,870
Military Funeral Honors	\$69	\$0	\$69	(\$3)	\$66	\$0	\$0	\$66
Clothing	\$8,558	\$0	\$8,558	\$2,007	\$10,565	\$0	\$0	\$10,565
Subsistence of Enlisted Personnel	\$1,417	\$0	\$1,417	\$208	\$1,625	\$0	\$0	\$1,625
Travel	\$98,946	\$0	\$98,946	(\$158)	\$98,788	\$0	\$0	\$98,788
TOTAL Direct Obligations	\$773,440	\$4,000	\$777,440	(\$4,641)	\$772,799	\$0	\$0	\$772,799
<u>PAY GROUP B</u>								
Active Duty Training	\$31,554	\$0	\$31,554	\$3,520	\$35,074	\$0	\$0	\$35,074
Inactive Duty Training	\$67,817	\$0	\$67,817	\$1,892	\$69,709	\$0	\$0	\$69,709
Clothing	\$105	\$0	\$105	(\$82)	\$23	\$0	\$0	\$23
Travel	\$13,284	\$0	\$13,284	(\$169)	\$13,115	\$0	\$0	\$13,115
TOTAL Direct Obligations	\$112,760	\$0	\$112,760	\$5,161	\$117,921	\$0	\$0	\$117,921
<u>PAY GROUP F</u>								
Active Duty Training	\$44,611	\$12,000	\$56,611	(\$6,248)	\$50,363	\$0	\$0	\$50,363
Clothing	\$4,576	\$0	\$4,576	\$1,842	\$6,418	\$0	\$0	\$6,418
Travel	\$2,939	\$0	\$2,939	\$573	\$3,512	\$0	\$0	\$3,512
TOTAL Direct Obligations	\$52,126	\$12,000	\$64,126	(\$3,833)	\$60,293	\$0	\$0	\$60,293
<u>PAY GROUP P</u>								
Inactive Duty Training	\$3,212	\$2,000	\$5,212	\$152	\$5,364	\$0	\$0	\$5,364
TOTAL Direct Obligations	\$3,212	\$2,000	\$5,212	\$152	\$5,364	\$0	\$0	\$5,364

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2025 (\$ in Thousands)**

	FY 2025 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET)/ SHORTFALL	FY25 COLUMN OF THE FY26 PRES BUDGET
<u>MOBILIZATION TRAINING</u>								
IRR Muster/Screening	\$140	\$0	\$140	\$0	\$140	\$0	\$0	\$140
IRR Readiness Training	\$195	\$0	\$195	\$0	\$195	\$0	\$0	\$195
TOTAL Direct Obligations	\$335	\$0	\$335	\$0	\$335	\$0	\$0	\$335
<u>SCHOOL TRAINING</u>								
Career Development Training	\$39,269	\$0	\$39,269	\$6,181	\$45,450	\$0	\$0	\$45,450
Initial Skill Acquisition Training	\$46,849	\$0	\$46,849	(\$8,195)	\$38,654	\$0	\$0	\$38,654
Officer Training School	\$6,812	\$0	\$6,812	\$2,333	\$9,145	\$0	\$0	\$9,145
Recruiter Training	\$385	\$0	\$385	\$32	\$417	\$0	\$0	\$417
Refresher & Proficiency Training	\$25,084	\$0	\$25,084	(\$4,907)	\$20,177	\$0	\$0	\$20,177
Undergraduate Pilot/Nav Training	\$93,341	\$0	\$93,341	(\$3,002)	\$90,339	\$0	\$0	\$90,339
Unit Conversion Training	\$11,660	\$0	\$11,660	\$3,959	\$15,619	\$0	\$0	\$15,619
TOTAL Direct Obligations	\$223,400	\$0	\$223,400	(\$3,599)	\$219,801	\$0	\$0	\$219,801
<u>SPECIAL TRAINING</u>								
Command & Staff Supervision	\$11,079	(\$574)	\$10,505	(\$2,061)	\$8,444	\$0	\$0	\$8,444
Competitive Events	\$116	(\$6)	\$110	\$7	\$117	\$0	\$0	\$117
Exercises	\$19,624	(\$1,017)	\$18,607	(\$445)	\$18,162	\$0	\$0	\$18,162
Management Support	\$286,888	(\$14,868)	\$272,020	(\$39,585)	\$232,435	\$0	\$0	\$232,435
Operational Training	\$51,028	(\$2,645)	\$48,383	\$5,352	\$53,735	\$0	\$0	\$53,735
Service Mission/Mission Support	\$8,308	(\$431)	\$7,877	(\$1,859)	\$6,018	\$0	\$0	\$6,018
Unit Conversion Training	\$2,131	(\$110)	\$2,021	\$1,921	\$3,942	\$0	\$0	\$3,942
Yellow Ribbon	\$10,059	\$0	\$10,059	\$0	\$10,059	\$0	\$0	\$10,059
TOTAL Direct Obligations	\$389,233	(\$19,651)	\$369,582	(\$36,670)	\$332,912	\$0	\$0	\$332,912
<u>ADMINISTRATION AND SUPPORT</u>								
Full Time Pay and Allowances	\$884,007	(\$41,000)	\$843,007	\$17,836	\$860,843	\$0	\$0	\$860,843
Basic Needs	\$2,120	\$0	\$2,120	(\$0)	\$2,120	\$0	\$0	\$2,120
Travel/PCS	\$24,319	\$0	\$24,319	(\$12,658)	\$11,661	\$0	\$0	\$11,661
Death Gratuities	\$200	\$0	\$200	\$0	\$200	\$0	\$0	\$200
Health Profession Stipend	\$1,312	\$0	\$1,312	(\$62)	\$1,250	\$0	\$0	\$1,250
Disability & Hospitalization	\$147	\$0	\$147	(\$47)	\$100	\$0	\$0	\$100
Reserve Incentive	\$87,170	\$0	\$87,170	\$33,883	\$121,053	\$0	\$0	\$121,053
Continuation Pay	\$542	\$0	\$542	\$53	\$595	\$0	\$0	\$595
TOTAL Direct Obligations	\$999,817	(\$41,000)	\$958,817	\$39,005	\$997,822	\$0	\$0	\$997,822

**RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
FY 2025 (\$ in Thousands)**

	FY 2025 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET) / SHORTFALL	FY25 COLUMN OF THE FY26 PRES BUDGET
<u>TSP MATCHING CONTRIBUTIONS</u>								
TSP Matching Contributions	\$10,907	\$0	\$10,907	\$88	\$10,995	\$0	\$0	\$10,995
TOTAL Direct Obligations	\$10,907	\$0	\$10,907	\$88	\$10,995	\$0	\$0	\$10,995
<u>EDUCATION BENEFITS</u>								
Benefits Accrual: Basic Benefits (Chap.1606)	\$194	\$0	\$194	(\$7)	\$187	\$0	\$0	\$187
Tuition Assistance	\$12,450	\$0	\$12,450	\$2	\$12,452	\$0	\$0	\$12,452
Kicker Program	\$1,956	\$0	\$1,956	\$0	\$1,956	\$0	\$0	\$1,956
TOTAL Direct Obligations	\$14,600	\$0	\$14,600	(\$5)	\$14,595	\$0	\$0	\$14,595
<u>HEALTH PROFESSIONS SCHOLARSHIP</u>								
Stipend	\$36,626	\$0	\$36,626	\$4,552	\$41,178	\$0	\$0	\$41,178
Pay and Allowances, Active Duty for Training	\$14,703	\$0	\$14,703	\$1,801	\$16,504	\$0	\$0	\$16,504
Uniform Allowance	\$148	\$0	\$148	(\$53)	\$95	\$0	\$0	\$95
Travel	\$4,225	\$0	\$4,225	(\$550)	\$3,675	\$0	\$0	\$3,675
Critical Skills Accession Bonus HPSP	\$4,000	\$0	\$4,000	(\$2,100)	\$1,900	\$0	\$0	\$1,900
TOTAL Direct Obligations	\$59,702	\$0	\$59,702	\$3,650	\$63,352	\$0	\$0	\$63,352
<u>MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)</u>								
Stipend	\$150	\$0	\$150	\$422	\$572	\$0	\$0	\$572
Financial Assistance Grant	\$225	\$0	\$225	\$270	\$495	\$0	\$0	\$495
Pay and Allowances, Active Duty for Training	\$17	\$0	\$17	\$0	\$17	\$0	\$0	\$17
TOTAL Direct Obligations	\$392	\$0	\$392	\$692	\$1,084	\$0	\$0	\$1,084
Total Reserve Comp.Training/Support Direct Program	\$2,639,924	(\$42,651)	\$2,597,273	\$0	\$2,597,273	\$0	\$0	\$2,597,273

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

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Pay Group A</u>						
Officers	\$151,354	\$34,963	\$157,367	\$33,834	\$160,643	\$36,305
Enlisted	\$291,972	\$67,438	\$304,902	\$65,554	\$335,914	\$75,917
Subtotal	\$443,326	\$102,401	\$462,269	\$99,388	\$496,557	\$112,222
<u>Pay Group B</u>						
Officers	\$53,346	\$12,323	\$56,987	\$12,252	\$56,031	\$12,663
Enlisted	\$13,576	\$3,136	\$14,724	\$3,166	\$15,178	\$3,430
Subtotal	\$66,922	\$15,459	\$71,712	\$15,418	\$71,209	\$16,093
<u>Pay Group F</u>						
Enlisted	\$25,771	\$5,953	\$30,022	\$6,455	\$34,770	\$7,858
Subtotal	\$25,771	\$5,953	\$30,022	\$6,455	\$34,770	\$7,858
<u>Pay Group P</u>						
Enlisted	\$3,091	\$714	\$4,135	\$889	\$3,167	\$716
Subtotal	\$3,091	\$714	\$4,135	\$889	\$3,167	\$716
<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	\$52,463	\$12,119	\$55,634	\$11,962	\$56,030	\$12,663
Enlisted	\$36,684	\$8,474	\$39,062	\$8,398	\$42,144	\$9,525
Subtotal	\$89,147	\$20,593	\$94,696	\$20,360	\$98,174	\$22,188
<u>Special Training</u>						
Officers	\$39,394	\$9,100	\$41,476	\$8,947	\$41,316	\$9,347
Enlisted	\$97,446	\$22,510	\$102,895	\$22,152	\$109,873	\$24,840
Subtotal	\$136,840	\$31,610	\$144,371	\$31,099	\$151,189	\$34,188

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

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
<u>Administration and Support - Full Time</u>						
Officers	\$164,723	\$49,417	\$174,840	\$46,507	\$196,558	\$47,764
Enlisted	\$254,983	\$76,495	\$272,555	\$72,500	\$291,487	\$70,832
Subtotal	\$419,707	\$125,912	\$447,395	\$119,007	\$488,045	\$118,596
<u>Health Professions Scholarship</u>						
Officers	\$8,350	\$1,929	\$9,520	\$2,047	\$10,314	\$2,331
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$8,350	\$1,929	\$9,520	\$2,047	\$10,314	\$2,331
<u>Medical Financial Assistance Program</u>						
Officers	\$6	\$1	\$13	\$3	\$21	\$5
Enlisted	\$0	\$0	\$0	\$0	\$0	\$0
Subtotal	\$6	\$1	\$13	\$3	\$21	\$5
<u>Total Direct Program</u>						
Officers	\$469,637	\$119,852	\$495,837	\$115,552	\$520,913	\$121,078
Enlisted	\$723,522	\$184,720	\$768,295	\$179,113	\$832,533	\$193,118
Total	\$1,193,159	\$304,572	\$1,264,133	\$294,665	\$1,353,446	\$314,196
<u>Reimbursable Program</u>						
Officers	\$7,195	\$2,132	\$7,013	\$1,847	\$7,097	\$1,724
Enlisted	\$2,269	\$681	\$2,214	\$589	\$2,366	\$575
Total	\$9,465	\$2,813	\$9,227	\$2,436	\$9,463	\$2,299
<u>Total Program</u>						
Officer	\$476,832	\$121,984	\$502,851	\$117,399	\$528,010	\$122,803
Enlisted	\$725,791	\$185,401	\$770,509	\$179,702	\$834,899	\$193,693
Total	\$1,202,623	\$307,385	\$1,273,360	\$297,101	\$1,362,909	\$316,496

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

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
<u>Pay Group A</u>			
Officers	\$6,086	\$6,305	\$6,451
Enlisted	\$18,267	\$18,719	\$20,668
Subtotal	\$24,353	\$25,024	\$27,118
<u>Pay Group B</u>			
Officers	\$3,175	\$3,380	\$3,330
Enlisted	\$953	\$1,014	\$1,048
Subtotal	\$4,128	\$4,394	\$4,378
<u>Pay Group F</u>			
Enlisted	\$8,896	\$9,830	\$11,409
<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	\$17,269	\$18,245	\$18,418
Enlisted	\$18,551	\$19,383	\$20,959
Subtotal	\$35,820	\$37,628	\$39,377
<u>Special Training</u>			
Officers	\$10,628	\$11,109	\$11,084
Enlisted	\$43,723	\$45,311	\$48,478
Subtotal	\$54,351	\$56,420	\$59,562

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

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
<u>Administration and Support</u>			
Officers	\$47,681	\$50,428	\$55,303
Enlisted	\$122,373	\$129,975	\$135,572
Subtotal	\$170,054	\$180,403	\$190,875
<u>Other</u>			
Health Professions Scholarship	\$3,603	\$4,093	\$4,444
<u>Total Direct Program</u>			
Officers	\$88,442	\$93,561	\$99,030
Enlisted	\$212,763	\$224,233	\$238,133
Total	\$301,205	\$317,794	\$337,163

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

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
<u>Pay Group A</u>			
Officers	\$18,861	\$19,147	\$19,193
Enlisted	\$79,110	\$79,641	\$85,446
Subtotal	\$97,971	\$98,788	\$104,639
 <u>Pay Group B</u>			
Officers	\$8,469	\$8,833	\$8,526
Enlisted	\$4,109	\$4,282	\$4,335
Subtotal	\$12,578	\$13,115	\$12,861
 <u>Pay Group F</u>			
Enlisted	\$3,244	\$3,512	\$3,995
 <u>Pay Group P</u>			
Enlisted	\$0	\$0	\$0
 <u>Mobilization Training</u>			
Officers	\$0	\$15	\$15
Enlisted	\$0	\$180	\$183
Subtotal	\$0	\$195	\$198
 <u>School Training</u>			
Officers	\$15,789	\$16,348	\$16,169
Enlisted	\$28,616	\$29,299	\$31,042
Subtotal	\$44,405	\$45,647	\$47,210
 <u>Special Training</u>			
Officers	\$13,622	\$13,857	\$13,565
Enlisted	\$56,841	\$56,491	\$58,033
Subtotal	\$70,463	\$70,349	\$71,598

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

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
<u>Administration and Support</u>			
Officers	\$3,635	\$4,458	\$5,301
Enlisted	\$5,611	\$7,203	\$8,169
Subtotal	\$9,246	\$11,661	\$13,470
 <u>Other</u>			
Health Professions Scholarship (Officers)	\$3,596	\$3,675	\$3,752
Medical Financial Assistance Program	\$0	\$0	\$0
Subtotal	\$3,596	\$3,675	\$3,752
 <u>Total Direct Program</u>			
Officers	\$63,972	\$66,333	\$66,521
Enlisted	\$177,531	\$180,609	\$191,202
Total	\$241,503	\$246,942	\$257,724

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

	<u>FY 2024 Actual</u>		<u>FY 2025 Estimate</u>		<u>FY 2026 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	\$1,065	\$0	\$1,089	\$0	\$1,106	\$0
Enlisted	\$7,472	\$1,614	\$7,560	\$1,625	\$8,282	\$1,771
Subtotal	\$8,537		\$8,649		\$9,389	
<u>Pay Group B</u>						
Officers	\$484	\$0	\$509	\$0	\$498	\$0
Enlisted	\$313	\$0	\$329	\$0	\$337	\$0
Subtotal	\$798		\$838		\$835	
<u>Pay Group F</u>						
Enlisted	\$318	\$0	\$347	\$0	\$400	\$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	\$2,508	\$0	\$2,566	\$0	\$2,604	\$0
Enlisted	\$4,301	\$0	\$4,352	\$0	\$4,754	\$0
Subtotal	\$6,810		\$6,918		\$7,359	
<u>Special Training</u>						
Officers	\$1,299	\$0	\$1,315	\$0	\$1,337	\$0
Enlisted	\$10,889	\$0	\$10,926	\$0	\$11,925	\$0
Subtotal	\$12,188		\$12,241		\$13,262	

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

Administration and Support

Officers	\$5,466	\$0	\$5,615	\$0	\$6,151	\$0
Enlisted	\$24,865	\$0	\$25,595	\$0	\$27,072	\$0
Subtotal	\$30,331		\$31,210		\$33,223	

Other

Health Professions Scholarship	\$619	\$0	\$695	\$0	\$749	\$0
Financial Assistance Program	\$0	\$0	\$1	\$0	\$2	\$0
Other Subtotal	\$620		\$696		\$750	

Direct Program

Officers	\$10,822	\$0	\$11,094	\$0	\$11,696	\$0
Enlisted	\$48,159	\$1,614	\$49,109	\$1,625	\$52,771	\$1,771
Other	\$620	\$0	\$696	\$0	\$750	\$0
Program Total	\$59,601	\$1,614	\$60,899	\$1,625	\$65,217	\$1,771

Reimbursable Program

Reimbursable Officers	\$175	\$0	\$171	\$0	\$183	\$0
Reimbursable Enlisted	\$150	\$0	\$146	\$0	\$156	\$0
Reimbursable Subtotal	\$325	\$0	\$317	\$0	\$339	\$0

Total Program

Officers	\$10,998	\$0	\$11,265	\$0	\$11,878	\$0
Enlisted	\$48,308	\$1,614	\$49,255	\$1,625	\$52,927	\$1,771
Other	\$620	\$0	\$696	\$0	\$750	\$0

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

		AMOUNT
FY 2025 Direct Program	\$2,597,273	\$2,597,273
Increases:		
Pricing Increases:		
FY26 Pay Raise (3.8%, Effective 1 Jan 26)	37,657	\$37,657
Pay Group A	13,811	
Pay Group B	1,981	
Pay Group F	967	
Pay Group P	88	
School	2,730	
Special	4,219	
Admin & Support	13,573	
Health Professions Scholarship	287	
Medical Financial Asst Program	1	
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	14,103	\$14,103
Pay Group A	5,173	
Pay Group B	742	
Pay Group F	362	
Pay Group P	33	
School	1,022	
Special	1,580	
Admin & Support	5,083	
Health Professions Scholarship	107	
Medical Financial Asst Program	0	
Inflation (Rate 2.1% FY26)	8,371	\$8,371
Pay Group A	2,812	
Pay Group B	323	
Pay Group F	123	
Pay Group P	0	
School	1,273	
Special	419	
Admin & Support	1,153	
Health Professions Scholarship	2,223	
Medical Financial Asst Program	45	

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

		AMOUNT
Retired Pay Accrual		\$16,595
Part-Time Rate 22.6%	16,595	
Pay Group A	9,544	
Pay Group B	1,369	
Pay Group F	668	
Pay Group P	61	
School	1,887	
Special	2,868	
Health Professions Scholarship	198	
Medical Financial Asst Program	0	
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	3,964	\$3,964
Pay Group A	1,452	
Pay Group B	208	
Pay Group F	102	
Pay Group P	9	
School	288	
Special	445	
Admin & Support	1,429	
Health Professions Scholarship	30	
Medical Financial Asst Program	0	
BAH (Rate 4.2% FY26)	8,580	\$8,580
Pay Group A	1,093	
Pay Group B	177	
Pay Group F	460	
School	1,587	
Special	2,406	
Admin & Support	2,676	
Health Professions Scholarship	178	

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

		AMOUNT
Other - Pricing	1,386	\$1,386
Mobilization - IRR Muster Screening	3	
Mobilization - Readiness Training	4	
Pay Group A - Clothing	0	
Pay Group F - Clothing	150	
Admin & Support - Travel	277	
Admin & Support - BAS	924	
Bonuses	1	
Pay Group A - Funeral Honors	24	
Pay Group B - SGLI	3	
Education Benefits	815	\$815
Kicker	815	
Total Pricing Increases	\$91,471	\$91,471
Program Increases:		
Total Pay Group A Program Increases	29,373	\$29,373
AT Pay	7,248	
IDT Pay	17,256	
ATA Pay	730	
Travel	4,047	
Clothing	0	
Subsistence	91	
Total Pay Group F Program Increases	6,863	\$6,863
Base Pay	3,418	
RPA	735	
Other	200	
FICA	261	
BAH	1,119	
Travel	400	
Clothing	730	

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

		AMOUNT
Total School Program Increases	3,993	\$3,993
All Other Categories	3,993	
Total Special Program Increases	7,005	\$7,005
All Other Categories	7,005	
Total Admin & Support Program Increases	44,994	\$44,994
Full-Time / AGR	40,840	
Pay Allowances	62	
Travel	1,532	
Death and Disability	2	
Bonuses	2,266	
Health Profession Stipend	291	
Continuation Pay	1	
Total TSP Matching Contributions Program Increases	331	\$331
Total TSP Program	331	
Total Health Professions Scholarship Program Increases	2,423	\$2,423
Pay & Allowances	693	
Travel	0	
All Other Categories	1,730	
Total Medical Financial Asst Program Increases	327	\$327
Pay & Allowances	9	
All Other Categories	318	
Education Benefits Program Increases	21	\$21
Basic Benefits	21	
Total Program Increases	\$95,331	\$95,331
Total Increases	\$186,802	\$186,802

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

	AMOUNT	
Decreases:		
Pricing Decreases:		
Retired Pay Accrual		(\$6,262)
Part-Time Rate 22.6%	0	
Full-Time Rate 24.3%	(6,262)	
Admin & Support	(6,262)	
Other	(32)	(\$32)
Admin & Support - Bonuses	(32)	
Total Pricing Decreases	(\$6,294)	(\$6,294)
Program Decreases:		
Total Pay Group A Program Decreases	(4,325)	(\$4,325)
AT Pay	(878)	
IDT Pay	(2,364)	
ATA Pay	(720)	
Travel	(348)	
Clothing	(16)	

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

		AMOUNT
Total Pay Group B Program Decreases	(4,965)	(\$4,965)
AT Pay	(1,519)	
IDT Pay	(2,925)	
Travel	(519)	
Clothing	(2)	
Total Pay Group P Program Decreases	(1,413)	(\$1,413)
Pay & Allowances	(1,413)	
Total Mobilization Program Decreases	(2)	(\$2)
Readiness Training	(1)	
IRR Muster/Screening	(1)	
Total School Program Decreases	(3,568)	(\$3,568)
All Other Categories	(3,568)	
Total Special Program Decreases	(3,628)	(\$3,628)
All Other Categories	(3,628)	
Total Admin & Support Program Decreases	(19,205)	(\$19,205)
Bonuses	(19,186)	
Continuation Pay	(19)	
Total TSP Matching Contributions Program Decreases	(127)	(\$127)
Total Program	(127)	
Education Benefits Program Decreases	(0)	(\$0)
Kicker	(0)	
Total Program Decreases	(\$37,234)	(\$37,234)
Total Decreases	(\$43,528)	(\$43,528)
FY 2026 Direct Program	\$2,740,547	\$2,740,547

Section IV
DETAIL OF RESERVE
PERSONNEL ENTITLEMENTS

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

FY 2025 Direct Program	Amount \$772,799
Increases:	
Pricing Increases:	
FY26 Pay Raise (3.8%, Effective 1 Jan 26)	13,811
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	5,173
Inflation (Rate 2.1% FY26)	2,812
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	9,544
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	1,452
BAH (Rate 4.2% FY26)	1,093
Clothing	0
Other	24
Total Pricing Increases	\$33,910
Program Increases:	
AT Pay	7,248
IDT Pay	17,256
ATA Pay	730
Clothing	0
Subsistence	91
Travel	4,047
Total Program Increases	\$29,373
Total Increases	\$63,283

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

	Amount
Decreases:	
Pricing Decreases:	
Total Pricing Decreases	\$0
Program Decreases:	
AT Pay	(878)
IDT Pay	(2,364)
Additional Training Assemblies Pay	(720)
Clothing	(16)
Travel	(348)
Total Program Decreases	(\$4,325)
Total Decreases	(\$4,325)
FY 2026 Direct Program	\$831,757

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

Estimate	FY 2026	\$831,757
Estimate	FY 2025	\$772,799
Actual	FY 2024	\$732,753

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 \$750 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304. Authorization for this entitlement is effective for travel incurred on/after 27 December 2024.

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 2026, pricing increases a total \$33.9 million due to inflation and economic factors which include FICA, BAH, clothing and other. Program increases by 2,250 work years over FY 2025, \$ 4.3 million, to support the unit conversions from the F-16 to the F-35, and KC-135 to KC-46A, standup of field training unit for MH-39, and to enable an array of missions to support Air Force operational imperatives.

Pay and Allowances increase due to the 3.8% pay raise, effective 1 January 2026: \$13.8 million.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$5.2 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 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
Active Duty for Training	\$258,926	\$264,334	\$284,619
Inactive Duty for Training	\$473,827	\$508,465	\$547,138
Total	\$732,753	\$772,799	\$831,757

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 2026, AT pay increases by \$14.4 million due to inflation, to include 3.8% pay raise.

ACTIVE DUTY FOR TRAINING

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
Officers	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	8,712			8,654			8,496		
Participation Rate	82.11%			82.10%			82.11%		
PAID PARTICIPANTS	7,153	\$6,575.56	\$47,035	7,105	\$6,802.96	\$48,335	6,976	\$7,119.55	\$49,666
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	41,136			40,417			42,825		
Participation Rate	79.36%			79.36%			79.36%		
PAID PARTICIPANTS	32,645	\$3,622.97	\$118,272	32,074	\$3,792.64	\$121,645	33,985	\$3,965.87	\$134,780

Subsistence-in-Kind: Subsistence-in-kind is the number of mandays used by enlisted personnel on active duty for training. In FY 2026, Subsistence-in-Kind increases by \$18 thousand due to inflation.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	496,041			487,231			514,613		
Percent Subsisted	2.52%			2.52%			2.52%		
TOTAL	12,500	\$15.20	\$190	12,278	\$15.58	\$191	12,968	\$16.08	\$209

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 2026, Individual Clothing and Uniform Allowance increased by \$170 thousand due to increased strength and requirements.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Initial/Additional Uniform Allowance	155	\$400.00	\$62	154	\$400.00	\$62	151	\$400.00	\$60
Organizational Issue/Replacement	437	\$1,593.74	\$696	434	\$1,628.80	\$707	426	\$1,663.00	\$708
TOTAL	592		\$758	588		\$769	577		\$768
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial/Replacement Issue	3,516	\$1,822.24	\$6,407	3,516	\$1,862.33	\$6,548	3,516	\$1,901.44	\$6,685
Organizational Issue/Replacement	2,431	\$1,307.50	\$3,179	2,431	\$1,336.27	\$3,248	2,431	\$1,364.33	\$3,317
New Uniform Replacement	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	5,947		\$9,586	5,947		\$9,796	5,947		\$10,002

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 2026, IDT pay increases by \$38.7 million due to inflation, to include, 3.8% pay raise and the increased participation of our enlisted personnel.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	8,712			8,654			8,496		
Participation Rate	83.80%			83.80%			83.80%		
PAID PARTICIPANTS	7,301	\$17,329.41	\$126,522	7,252	\$20,532.27	\$148,900	7,120	\$21,436.24	\$152,626
Additional Training Assemblies:									
Flight Training	78,397	\$417.82	\$32,756	77,871	\$431.73	\$33,619	76,445	\$452.06	\$34,558
Readiness Management Periods	10,654	\$523.75	\$5,580	10,583	\$541.44	\$5,730	10,391	\$567.52	\$5,897
Military Funeral Honors	16	\$351.13	\$6	16	\$368.63	\$6	16	\$383.63	\$6
TOTAL			\$164,864			\$188,255			\$193,087
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	41,136			40,417			42,825		
Participation Rate	84.53%			84.53%			84.53%		
PAID PARTICIPANTS	34,772	\$8,074.63	\$280,771	34,164	\$8,527.46	\$291,332	36,200	\$8,934.81	\$323,440
Additional Training Assemblies:									
Flight Training	27,502	\$248.97	\$6,847	27,027	\$261.00	\$7,054	28,635	\$273.30	\$7,826
Readiness Management Periods	16,400	\$303.91	\$4,984	16,113	\$319.02	\$5,140	17,075	\$334.51	\$5,712
Military Funeral Honors	195	\$263.50	\$51	221	\$271.91	\$60	235	\$280.59	\$66
TOTAL			\$292,653			\$303,586			\$337,044

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 2026, Subsistence-in-Kind increases by \$129 thousand due to inflation and increased participation.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	1,385,278			1,360,629			1,437,135		
Percent Subsisted	6.76%			6.76%			6.76%		
TOTAL	93,684	\$15.20	\$1,424	92,017	\$15.58	\$1,434	97,191	\$16.08	\$1,563

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

Pay Group A - Travel

Travel, Active Duty for Training, Officer: Travel and per diem allowances for personnel while performing active duty for training.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	7,153	\$2,158.82	\$15,442	7,105	\$2,206.31	\$15,676	6,976	\$2,252.64	\$15,714

Travel, Active Duty for Training, Enlisted: Travel and per diem allowances for personnel while performing active duty for training.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted	32,645	\$2,072.08	\$67,643	32,074	\$2,117.67	\$67,922	33,985	\$2,162.14	\$73,480
Total - ADT Travel	39,798		\$83,085	39,179		\$83,598	40,961		\$89,194

Travel, Inactive Duty for Training, Officer: Funding provides travel and per diem for all 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 \$750 effective 27 December 2024 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	1,047	\$3,265.52	\$3,419	1,040	\$3,337.36	\$3,471	1,021	\$3,407.44	\$3,479

Travel, Inactive Duty for Training, Enlisted: Funding provides travel and per diem for all enlisted 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 \$750 effective 27 December 2024 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted	3,344	\$3,429.13	\$11,467	3,344	\$3,504.57	\$11,719	3,344	\$3,578.17	\$11,965
Total - IDT Travel	4,391		\$14,886	4,384		\$15,190	4,365		\$15,444
Total - Pay Group A, Travel	44,189		\$97,971	43,563		\$98,788	45,326		\$104,638

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

FY 2025 Direct Program	Amount
	\$117,921
Increases:	
Pricing Increases:	
FY26 Pay Raise (3.8%, Effective 1 Jan 26)	1,981
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	742
Inflation (Rate 2.1% FY26)	323
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	1,369
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	208
BAH (Rate 4.2% FY26)	177
Other	3
Total Pricing Increases	\$4,802
Program Increases:	
Total Program Increases	\$0
Total Increases	\$4,802
Decreases:	
Pricing Decreases:	
Total Pricing Decreases	\$0
Program Decreases:	
AT Pay	(1,519)
IDT Pay	(2,925)
Clothing	(2)
Travel	(519)
Total Program Decreases	(\$4,965)
Total Decreases	(\$4,965)
FY 2026 Direct Program	\$117,758

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

Estimate	FY 2026	\$117,758
Estimate	FY 2025	\$117,921
Actual	FY 2024	\$107,081

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 2026, pricing increased to a total of \$4.8 million due to inflation and economic factors which include RPA, FICA, and BAH. Program decreases by \$5.0 million due to a decrease from 7,385 work years to 7,153, -232 work years.

Pay and Allowances increase due to the 3.8% pay raise, effective 1 January 2026: \$2.0 million.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$742 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 is as follows:

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
Active Duty for Training	\$45,210	\$47,656	\$47,432
Inactive Duty for Training	\$61,871	\$70,265	\$70,326
TOTAL	\$107,081	\$117,921	\$117,758

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 2026, AT pay increases by \$17 thousand due to decreased officer and enlisted paid participants.

<u>Pay and Allowances:</u>	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
Officers	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	4,663			4,759			4,500		
Participation Rate	76.80%			76.80%			76.80%		
PAID PARTICIPANTS	3,581	\$7,019.82	\$25,138	3,655	\$7,263.20	\$26,547	3,456	\$7,603.25	\$26,277
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	2,743			2,799			2,775		
Participation Rate	57.67%			57.66%			57.66%		
PAID PARTICIPANTS	1,582	\$5,061.94	\$8,008	1,614	\$5,283.26	\$8,527	1,600	\$5,508.62	\$8,814

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 2026, Individual Clothing and Uniform Allowance decreases by \$2 thousand due to decreased paid officer participants.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer									
Initial and Additional	43	\$400.00	\$17	44	\$400.00	\$18	41	\$400.00	\$16
Organization	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	43		\$17	44		\$18	41		\$16
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Initial Replacement	3	\$1,666.67	\$5	3	\$1,703.33	\$5	3	\$1,739.00	\$5
Organization	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	3		\$5	3		\$5	3		\$5

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 FY26, IDT pay increases by \$76 thousand due to inflation.

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Unit Training									
Average Strength	4,663			4,759			4,500		
Participation Rate	88.96%			88.95%			88.96%		
PAID PARTICIPANTS	4,148	\$11,828.35	\$49,064	4,233	\$12,937.16	\$54,763	4,003	\$13,569.57	\$54,319
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Enlisted									
Unit Training									
Average Strength	2,743			2,799			2,775		
Participation Rate	71.05%			71.06%			71.06%		
PAID PARTICIPANTS	1,949	\$6,296.05	\$12,271	1,989	\$7,514.33	\$14,946	1,972	\$7,842.80	\$15,466

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

Pay Group B - Travel

Travel, Active Duty for Training, Officer: Travel and per diem allowances for personnel while performing active duty for training. In FY 2026, travel decreases by \$290 thousand due to decreased officer paid participants.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	3,581	\$2,249.65	\$8,056	3,655	\$2,299.14	\$8,403	3,456	\$2,347.42	\$8,113

Travel, Active Duty for Training, Enlisted: Travel and per diem allowances for personnel while performing active duty for training. In FY 2026, travel decreases by \$239 thousand due to decreased enlisted paid participants.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted	1,582	\$2,519.60	\$3,986	1,614	\$2,575.03	\$4,156	1,600	\$2,629.11	\$4,207
Total - ADT Travel	5,163		\$12,042	5,269		\$12,559	5,056		\$12,320

Travel, Inactive Duty for Training, Officer: Funding provides travel and per diem for all 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 \$750 effective 27 December 2024 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	219	\$1,885.84	\$413	223	\$1,927.33	\$430	210	\$1,967.80	\$413

Travel, Inactive Duty for Training, Enlisted: Funding provides travel and per diem for all enlisted 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 \$750 effective 27 December 2024 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted	49	\$2,510.20	\$123	49	\$2,565.43	\$126	49	\$2,619.29	\$128
Total - IDT Travel	268		\$536	272		\$556	259		\$541
Total - Pay Group B, Travel	5,431		\$12,578	5,541		\$13,115	5,315		\$12,861

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). There are no reimbursements starting in FY 2026 as the reimbursement agreement terminates in FY 2025.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	31	\$17,149.27	\$532	31	\$16,645.16	\$516	0	\$0.00	\$0
Enlisted	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	31		\$532	31		\$516	0		\$0

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

FY 2025 Direct Program	Amount	\$60,293
Increases:		
Pricing Increases:		
FY26 Pay Raise (3.8%, Effective 1 Jan 26)	967	
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	362	
Inflation (Rate 2.1% FY26)	123	
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	668	
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	102	
BAH (Rate 4.2% FY26)	460	
Clothing	150	
Total Pricing Increases	\$2,833	
Program Increases:		
AT Pay	5,733	
Clothing	730	
Travel	400	
Total Program Increases	\$6,863	
Total Increases		\$9,696
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	\$0	
Program Decreases:		
Total Program Decreases	\$0	
Total Decreases		\$0
FY 2026 Direct Program		\$69,989

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

Estimate	FY 2026	\$69,989
Estimate	FY 2025	\$60,293
Actual	FY 2024	\$53,386

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 2026, pricing increased by \$2.8 million due to inflation and economic factors which include RPA, FICA and BAH. Program increased by \$6.9 million due to the projected increase in the number of paid participants. The goal is to make end strength and our plan to facilitate is by approval of waivers for recruiting standards, i.e., to include appearance, conduct and medical and increased bonuses.

Pay and Allowances increase due to the 3.8% pay raise, effective 1 January 2026: \$967 thousand.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$362 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 2026, Initial Active-Duty Training (IADT) pay increases by \$9.7 million due to inflation and projected increase in the number of paid participants.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Number of Trainees	1,766			1,871			2,084		
Participation Rate	100.00%			100.00%			100.00%		
Paid Trainees	1,766	\$25,036.82	\$44,215	1,871	\$26,917.46	\$50,363	2,084	\$28,165.15	\$58,696

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 2026, Individual Clothing and Uniform Allowance increased by \$880 thousand due to projected increase in the number of paid participants.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Clothing	1,766	\$3,356.17	\$5,927	1,871	\$3,430.01	\$6,418	2,084	\$3,502.04	\$7,298

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 travel to Lackland AFB TX for Basic Military Training and follow-on technical training. In FY 2026, travel pay increased by \$483 thousand due to projected increase in the number of paid participants.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Travel	1,766	\$1,836.92	\$3,244	1,871	\$1,877.33	\$3,512	2,084	\$1,916.75	\$3,995

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

FY 2025 Direct Program	Amount \$5,364
Increases:	
Pricing Increases:	
FY26 Pay Raise (3.8%, Effective 1 Jan 26)	88
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	33
Inflation (Rate 2.1% FY26)	0
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	61
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	9
Total Pricing Increases	192
Program Increases:	
Total Program Increases	0
Total Increases	\$192
Decreases:	
Pricing Decreases:	
Total Pricing Decreases	0
Program Decreases:	
IDT Pay	(1,413)
Total Program Decreases	(1,413)
Total Decreases	(\$1,413)
FY 2026 Direct Program	\$4,143

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

Estimate	FY 2026	\$4,143
Estimate	FY 2025	\$5,364
Actual	FY 2024	\$4,061

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 2026, pricing increased by \$192 thousand due to inflation and economic factors which include RPA and FICA. Program decreased by \$1413 thousand due to the projected decrease in paid participants from 2,073 to 1,527.

Pay and Allowances increase due to the 3.8% pay raise, effective 1 January 2026: \$88 thousand.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$33 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 2026, IDT pay, and allowances funding decreased by \$317 thousand due to a decrease in the number of paid participants.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount
<u>Unit Training:</u>												
Non-Prior Service Drill	1,704	45,188	\$89.86	\$4,061	2,073	54,973	\$97.57	\$5,364	1,527	40,494	\$102.31	\$4,143

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

FY 2025 Direct Program	Amount \$335
Increases:	
Pricing Increases:	
Readiness Training	4
IRR Muster/Screening	3
Total Pricing Increases	7
Program Increases:	
Total Program Increases	\$0
Total Increases	\$7
Decreases:	
Pricing Decreases:	
Total Pricing Decreases	\$0
Program Decreases:	
Readiness Training	(1)
IRR Muster/Screening	(1)
Total Program Decreases	(\$2)
Total Decreases	(\$2)
FY 2026 Direct Program	\$340

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

Estimate	FY 2026	\$340
Estimate	FY 2025	\$335
Actual	FY 2024	\$26

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 2026, pricing increased by \$7 thousand due to inflation of Readiness Training and Muster screening. Program decreased by \$2 thousand.

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 2026, Readiness Training increases by \$3 thousand due to inflation.

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 2026, Muster/ Screening increases by \$2 thousand due to inflation.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Readiness Training</u>												
Officer	0	0	\$0.00	\$0	25	25	\$600.00	\$15	25	25	\$600.00	\$15
Enlisted	0	0	\$0.00	\$0	300	300	\$600.00	\$180	300	300	\$610.00	\$183
Subtotal	0	0		\$0	325	325		\$195	325	325		\$198
	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>IRR Muster/Screening</u>												
Officer	0	0	\$0.00	\$0	50	50	\$260.00	\$13	50	50	\$260.00	\$13
Enlisted	105	105	\$247.62	\$26	500	500	\$254.00	\$127	500	500	\$258.00	\$129
Subtotal	105	105		\$26	550	550		\$140	550	550		\$142
	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
<u>Total Mobilization</u>												
Officer	0	0	\$0.00	\$0	75	75	\$373.33	\$28	75	75	\$373.33	\$28
Enlisted	105	105	\$247.62	\$26	800	800	\$383.75	\$307	800	800	\$390.00	\$312
TOTAL	105	105		\$26	875	875		\$335	875	875		\$340

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

FY 2025 Direct Program	Amount
	\$219,801
Increases:	
Pricing Increases:	
FY26 Pay Raise (3.8%, Effective 1 Jan 26)	2,730
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	1,022
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	1,887
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	288
BAH (Rate 4.2% FY26)	1,587
Inflation (Rate 2.1% FY26)	1,273
Total Pricing Increases	\$8,788
Program Increases:	
Initial Skills Acquired	1,165
Refresh & Proficiency	277
Officer Candidate School	256
Career Development Training	775
Undergrad Pilot Training	1,091
Unit Conversion Training	415
Recruiter Training	15
Total Program Increases	\$3,993
Total Increases	\$12,781

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

	Amount
Decreases:	
Pricing Decreases:	
Total Pricing Decreases	\$0
Program Decreases:	
Initial Skills Acquired	(243)
Refresh & Proficiency	(466)
Officer Candidate School	(78)
Career Development Training	(896)
Undergrad Pilot Training	(1,731)
Unit Conversion Training	(154)
Total Program Decreases	(\$3,568)
Total Decreases	(\$3,568)
FY 2026 Direct Program	\$229,015

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

Estimate	FY 2026	\$229,015
Estimate	FY 2025	\$219,801
Actual	FY 2024	\$210,600

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. Reservists 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 2026, pricing increased by \$8.8 million due to inflation and economic factors which include Retired Pay Accrual, FICA, and BAH. Program increases by \$425 thousand to support the increase in number of personnel who will require formal school training.

Pay and Allowances increase due to the 3.8% pay raise, effective 1 January 2026: \$2.7 million.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$1.0 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

Maintaining readiness and ensuring our Citizen Airman remain prepared to face today's evolving threats will require additional training, thus an increase in work years for training programs across the board. Our Citizen Airmen balance civilian careers and with military obligations--their part time military status drives an increased training requirement to ensure they remain on par with their active-duty counterparts and are fully prepared to support the total force.

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's 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 2026, Career Development Training increased by \$1.7 million due to inflation and the number of workdays required.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,472	39,738	\$579.44	\$23,026	1,493	40,321	\$598.40	\$24,128	1,438	38,824	\$623.40	\$24,203
Enlisted	2,347	56,327	\$363.17	\$20,456	2,355	56,512	\$377.30	\$21,322	2,440	58,564	\$391.62	\$22,935
TOTAL	3,819	96,065		\$43,482	3,848	96,832		\$45,450	3,878	97,389		\$47,138

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 2026, Initial Skill Acquisition Training increased by \$2.5 million based on the number of workdays required.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	227	14,310	\$436.62	\$6,248	230	14,517	\$451.13	\$6,549	222	13,979	\$470.00	\$6,570
Enlisted	1,187	88,991	\$346.08	\$30,798	1,191	89,287	\$359.57	\$32,105	1,234	92,528	\$373.25	\$34,536
TOTAL	1,414	103,301		\$37,046	1,421	103,804		\$38,654	1,456	106,507		\$41,106

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. FY 2026, OTS increased by \$539 thousand based on the number of workdays required.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	306	5,204	\$383.97	\$1,998	310	5,277	\$396.79	\$2,094	299	5,080	\$413.38	\$2,100
Enlisted	293	18,195	\$371.81	\$6,765	294	18,254	\$386.27	\$7,051	305	18,916	\$400.92	\$7,584
TOTAL	599	23,398		\$8,763	605	23,531		\$9,145	604	23,997		\$9,684

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 2026, Refresher and Proficiency Training Increased by \$615 thousand based on the number of workdays required.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	424	22,057	\$542.87	\$11,974	430	22,379	\$560.65	\$12,547	414	21,548	\$584.08	\$12,586
Enlisted	848	22,043	\$332.07	\$7,320	851	22,118	\$344.96	\$7,630	882	22,920	\$358.03	\$8,206
TOTAL	1,272	44,100		\$19,294	1,281	44,498		\$20,177	1,296	44,468		\$20,792

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 2026, funding increased by \$3.0 million based on the number of workdays required.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,112	136,812	\$420.29	\$57,500	1,129	138,815	\$434.11	\$60,261	1,096	134,827	\$452.26	\$60,977
Enlisted	826	86,772	\$332.53	\$28,854	829	87,061	\$345.48	\$30,078	859	90,221	\$358.63	\$32,356
TOTAL	1,939	223,583		\$86,354	1,958	225,876		\$90,339	1,955	225,048		\$93,333

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 2026, funding increased by \$895 thousand due to inflation and number of workdays required.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	209	14,594	\$550.70	\$8,037	207	14,498	\$568.83	\$8,247	203	14,227	\$592.59	\$8,431
Enlisted	375	18,750	\$385.28	\$7,224	368	18,416	\$400.31	\$7,372	389	19,452	\$415.53	\$8,083
TOTAL	584	33,344		\$15,261	575	32,914		\$15,619	592	33,680		\$16,514

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

Recruiter Training: Supports four weeks training for selected Air Force Reserve enlisted personnel to enhance their capabilities as a recruiter. In FY 2026, funding increased by \$31 thousand to support the change in the number of workdays required.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	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	23	996	\$401.56	\$400	23	1,000	\$417.18	\$417	24	1,035	\$433.00	\$448
TOTAL	23	996		\$400	23	1,000		\$417	24	1,035		\$448

TOTAL SCHOOL TRAINING

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	3,750	232,715	\$467.45	\$108,783	3,800	235,808	\$482.71	\$113,826	3,672	228,486	\$502.73	\$114,867
Enlisted	5,899	292,074	\$348.60	\$101,817	5,910	292,648	\$362.13	\$105,975	6,132	303,637	\$375.94	\$114,148
TOTAL	9,649	524,788		\$210,600	9,711	528,455		\$219,801	9,805	532,123		\$229,015

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

FY 2025 Direct Program	Amount
	\$332,912
Increases:	
Pricing Increases:	
FY26 Pay Raise (3.8%, Effective 1 Jan 26)	4,219
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	1,580
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	2,868
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	445
BAH (Rate 4.2% FY26)	2,406
Inflation (Rate 2.1% FY26)	419
Total Pricing Increases	\$11,937
Program Increases:	
Cmd & Staff Supervision	87
Exercises	307
Management Support	4,418
Operational Training	1,311
Unit Conversion	181
Service Mission/Mission Support	211
Yellow Ribbon	489
Total Program Increases	\$7,005
Total Increases	\$18,942

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

	Amount
Decreases:	
Pricing Decreases:	
Total Pricing Decreases	\$0
Program Decreases:	
Cmd & Staff Supervision	(236)
Competitive Events	(5)
Exercises	(296)
Management Support	(2,891)
Operational Training	(144)
Unit Conversion	(13)
Service Mission/Mission Support	(43)
Total Program Decreases	(\$3,628)
Total Decreases	(\$3,628)
FY 2026 Direct Program	\$348,226

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

Estimate	FY 2026	\$348,226
Estimate	FY 2025	\$332,912
Actual	FY 2024	\$322,972

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 2026, pricing increased total \$11.9 million due to inflation and economic factors which include Retired Pay Accrual, FICA and BAH. Program increases by \$3.4 million to support the increase in the number of workdays required.

Pay and Allowances increase due to the annualization of the 3.8% pay raise, effective 1 January 2026: \$4.2 million.
Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$1.6 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

While school training lays the foundation for our Citizen Airmen and ensures they have the technical skills to complete their job functions, Special Training supports exercises and mission specific training that is critical to ensuring they can meet the needs of Combatant Commanders as they integrate with the total force. With the rapid changes on the global scene and evolving nature of threats that we are currently experiencing, this program will be vital to ensuring readiness. Stability is needed to ensure time sensitive training opportunities can be executed and our Citizen Airmen don't fall behind our adversaries and remain able to support the joint force.

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 2026, funding decreases by \$1 thousand based on inflation and the number of workdays required.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	29	175	\$641.78	\$112	30	177	\$660.29	\$117	28	169	\$685.74	\$116
Enlisted	0	0	\$0.00	\$0	0	0	\$0.00	\$0	0	0	\$0.00	\$0
TOTAL	29	175		\$112	30	177		\$117	28	169		\$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 2026, funding \$155 thousand due to inflation.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	687	6,182	\$784.39	\$4,849	697	6,271	\$806.90	\$5,060	664	5,978	\$837.94	\$5,009
Enlisted	1,263	7,575	\$430.36	\$3,260	1,267	7,599	\$445.29	\$3,384	1,299	7,796	\$460.51	\$3,590
TOTAL	1,949	13,757		\$8,109	1,963	13,870		\$8,444	1,963	13,773		\$8,599

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, short-term augmentation of Air Force Reserve activities, and Innovative Readiness Training (IRT) support. Of note, IRT is a Health and Human Services Civilian/Military project. In FY26, Management Support increases by \$9.9 million based on the number of workdays required.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	4,049	89,072	\$664.13	\$59,155	4,107	90,352	\$683.55	\$61,760	3,915	86,122	\$709.96	\$61,143
Enlisted	18,181	454,527	\$361.62	\$164,366	18,237	455,917	\$374.36	\$170,675	18,709	467,719	\$387.35	\$181,171
TOTAL	22,230	543,599		\$223,521	22,343	546,269		\$232,435	22,623	553,841		\$242,314

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 2026, funding increased by \$661 thousand based on the number of workdays required.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	1,284	10,273	\$587.95	\$6,040	1,303	10,422	\$604.98	\$6,305	1,242	9,933	\$628.32	\$6,241
Enlisted	4,602	32,211	\$354.66	\$11,424	4,616	32,310	\$366.98	\$11,857	4,736	33,149	\$379.56	\$12,582
TOTAL	5,886	42,484		\$17,464	5,919	42,732		\$18,162	5,977	43,082		\$18,823

Operational Training: This training restores the warrior ethos, rebuilds our military and helps reestablish deterrence. 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 2026, funding increases by \$3.1 million based on the number of workdays required.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	456	6,382	\$458.15	\$2,924	463	6,475	\$471.97	\$3,056	441	6,171	\$490.34	\$3,026
Enlisted	3,123	187,366	\$260.35	\$48,781	3,132	187,941	\$269.65	\$50,679	3,213	192,803	\$279.14	\$53,819
TOTAL	3,579	193,748		\$51,705	3,595	194,416		\$53,735	3,654	198,974		\$56,845

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 2026, funding increased by \$391 thousand due to inflation.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	428	3,854	\$571.63	\$2,203	425	3,829	\$588.17	\$2,252	417	3,757	\$610.86	\$2,295
Enlisted	1,321	10,565	\$350.78	\$3,706	1,297	10,375	\$362.98	\$3,766	1,370	10,958	\$375.43	\$4,114
TOTAL	1,749	14,419		\$5,909	1,722	14,204		\$6,018	1,787	14,715		\$6,409

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 2026, funding increased by \$314 thousand due to inflation and the number of workdays required.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	198	1,187	\$594.63	\$706	197	1,180	\$611.94	\$722	193	1,158	\$635.58	\$736
Enlisted	924	9,243	\$342.65	\$3,167	908	9,077	\$354.72	\$3,220	959	9,590	\$367.05	\$3,520
TOTAL	1,122	10,430		\$3,873	1,105	10,257		\$3,942	1,152	10,748		\$4,256

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.

	FY 2024 Actual			
	Strength	Workdays	Rate	Amount
Officer	84	1,344	\$545.39	\$733
Enlisted	536	8,033	\$277.85	\$2,232
TOTAL	620	9,377		\$2,965

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, combatting stress, transition and how members and their families can address these issues is also integral to this post-deployment phase.

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Training	2,404	18,947	\$330.34	\$6,259	2,525	19,771	\$341.91	\$6,760	2,640	20,431	\$357.34	\$7,301
Travel	2,404	18,947	\$161.24	\$3,055	2,525	20,002	\$164.93	\$3,299	2,640	21,167	\$168.33	\$3,563
TOTAL	4,809	37,894		\$9,314	5,050	39,773		\$10,059	5,280	41,598		\$10,864

TOTAL SPECIAL TRAINING

	FY 2024 Actual				FY 2025 Estimate				FY 2026 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	7,482	120,713	\$681.18	\$82,227	7,502	121,063	\$703.91	\$85,218	7,194	115,753	\$734.21	\$84,987
Enlisted	34,490	745,170	\$323.07	\$240,745	34,225	740,636	\$334.43	\$247,694	35,272	761,148	\$345.84	\$263,239
TOTAL	41,972	865,883		\$322,972	41,726	861,699		\$332,912	42,466	876,900		\$348,226

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

FY 2025 Direct Program	Amount \$997,822
Increases:	
Pricing Increases:	
FY26 Pay Raise (3.8%, Effective 1 Jan 26)	13,573
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	5,083
Inflation (Rate 2.1% FY26)	1,153
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	1,429
BAH (Rate 4.2% FY26)	2,676
BAS	924
Travel	277
Bonuses	1
Total Pricing Increases	\$25,116
Program Increases:	
Full-Time / AGR	40,840
Death & Disability	2
Travel	1,532
Bonuses	2,266
Basic Needs Allowance	62
Health Profession Stipend	291
Continuation Pay	1
Total Program Increases	\$44,994
Total Increases	\$70,110

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

	Amount
Decreases:	
Pricing Decreases:	
Retired Pay Accrual	(6,262)
Bonuses	(32)
Total Pricing Decreases	(\$6,294)
Program Decreases:	
Bonuses	(19,186)
Continuation Pay	(19)
Total Program Decreases	(\$19,205)
Total Decreases	(25,499)
FY 2026 Direct Program	\$1,042,433

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

Estimate	FY 2026	\$1,042,433
Estimate	FY 2025	\$997,822
Actual	FY 2024	\$902,662

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.

In FY 2026, our AGR strength decreases from 6,311 to 6,218, a decrease of 93, because of program changes and transfer of space mission and associated end strength to the United States Space Force.

In FY 2026, pricing increases by \$18.8 million due to inflation and economic factors which include Retired Pay Accrual, FICA, BAH, BAS. Bonuses and Travel. Program increases by \$25.8 million due to the increased unit Active Guard and Reserve work years.

Pay and Allowances increase due to the 3.8% pay raise, effective 1 January 2026: \$13.6 million.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$5.1 million.

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

The FY 2026 request for Permanent Change of Station includes \$13,470 thousand of discretionary and \$5,223 thousand of mandatory (reconciliation) for a total of \$18,693 thousand. The mandatory funds provide resource to support those assigned to high-cost areas and in permanent change of station (PCS) to extend the Temporary Lodging Expense (TLE) eligibility period from 14 to 21 days. Further information for this reconciliation request is provided in the DoD FY 2026 Reconciliation Budget, Section 20001: Quality of Life.

**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>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
Full-Time Pay and Allowances	\$834,143	\$872,504	\$933,650
Health Profession Stipend	\$943	\$1,250	\$1,618
Death Gratuity	\$600	\$200	\$200
Disability and Hospitalization	\$94	\$100	\$104
Bonus Programs	\$64,672	\$118,932	\$101,981
Foreign Language Proficiency Pay	\$1,683	\$2,121	\$2,121
Continuation Pay	\$527	\$595	\$577
Basic Needs Allowance	\$0	\$2,120	\$2,182
Total	\$902,662	\$997,822	\$1,042,433

**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 2026, funding increases by \$59.3 million due to inflation, BAH, BAS increases and other economic factors.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
<u>Officers</u>	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Full Time Statutory Tour	398	\$230,959.80	\$91,922	400	\$235,352.50	\$94,141	335	\$242,895.52	\$81,370
Recruiters	14	\$206,428.57	\$2,890	11	\$205,545.45	\$2,261	11	\$209,909.09	\$2,309
Unit AGRs	1,031	\$208,582.93	\$215,049	1,052	\$213,720.53	\$224,834	1,212	\$223,123.76	\$270,426
Subtotal	1,443	\$214,733.89	\$309,861	1,463	\$219,573.48	\$321,236	1,558	\$227,281.77	\$354,105
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
<u>Enlisted</u>	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Full Time Statutory Tour	369	\$138,314.36	\$51,038	368	\$141,092.39	\$51,922	293	\$147,344.71	\$43,172
Recruiters	346	\$124,933.53	\$43,227	348	\$128,103.45	\$44,580	374	\$130,641.71	\$48,860
Unit AGRs	3,806	\$113,913.56	\$433,555	3,877	\$117,506.32	\$455,572	4,056	\$120,158.78	\$487,364
Subtotal	4,521	\$116,748.51	\$527,820	4,593	\$120,199.00	\$552,074	4,723	\$122,675.42	\$579,396
TOTAL	5,964	\$140,456.24	\$837,681	6,056	\$144,205.75	\$873,310	6,281	\$148,622.99	\$933,501
<u>Less AFMC Reimbursement</u>	104	\$122,932.69	12,785	104	\$119,875.00	12,467	104	\$128,086.54	13,321
<u>Total Direct</u>	5,860	\$140,767.24	\$824,896	5,952	\$144,630.88	\$860,843	6,177	\$148,968.76	\$920,180

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 2026, funding decreased by \$1.8 million due to inflation and the number of PCS moves required.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	214	\$16,985.98	\$3,635	259	\$17,212.36	\$4,458	299	\$17,729.10	\$5,301
Enlisted	405	\$13,856.79	\$5,612	499	\$14,434.87	\$7,203	565	\$14,458.41	\$8,169
TOTAL	619		\$9,247	758		\$11,661	864		\$13,470

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.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Strength	Amount	Strength	Amount	Strength	Amount
Officers	50	\$9,630	50	\$16,239	50	\$10,031
Enlisted	54	\$3,155	54	\$5,324	54	\$3,290
TOTAL	104	\$12,785	104	\$21,563	104	\$13,321

* 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 indicate where participants are currently assigned (Title 10, Sec. 1608). In FY 2026, Health Profession Stipend increased by \$368 thousand due to inflation.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Selected Reserve	34	\$27,744.00	\$943	43	\$29,070.00	\$1,250	53	\$30,522.00	\$1,618
Individual Ready Reserve	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL	34	\$27,744.00	\$943	43	\$29,070.00	\$1,250	53	\$30,522.00	\$1,618

**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.

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.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Death Gratuities</u>									
Officer	1	\$100,000.00	\$100	1	\$100,000.00	\$100	1	\$100,000.00	\$100
Enlisted	5	\$100,000.00	\$500	1	\$100,000.00	\$100	1	\$100,000.00	\$100
TOTAL	6		\$600	2		\$200	2		\$200
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Disability and Hospitalization</u>									
<u>Pay And Allowances</u>									
Officer	96	\$427.37	\$41	90	\$267.62	\$24	3	\$8,472.52	\$25
Enlisted	219	\$241.63	\$53	222	\$342.32	\$76	7	\$11,142.65	\$79
Subtotal	315		\$94	312		\$100	10		\$104
<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 & 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
TOTAL			\$94			\$100			\$104

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

Program: Basic Needs Allowance

Estimate	FY 2026	\$2,182
Estimate	FY 2025	\$2,120
Actual	FY 2024	\$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:

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
<u>Basic Needs Allowance</u>									
Officer			\$0			\$0			\$0
Enlisted			\$0			\$2,120			\$2,182
TOTAL			\$0			\$2,120			\$2,182

**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 provide 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 an 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 2026, funding increased by \$65 thousand due to an anticipated uptick in anniversary payments.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	491	\$3,695	479	\$3,603	479	\$3,603
Anniversary Payments						
6 Year	2,185	\$3,280	2,239	\$3,363	2,281	\$3,428
Subtotal	2,676	\$6,975	2,718	\$6,966	2,760	\$7,031

Prior Enlistment Bonus: Funds requested provide 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 the selected term will not exceed \$7,500 or \$15,000. In FY 2026, Prior Service Enlistment Bonuses decreased by \$57 thousand due to a decrease in number of participants.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	37	\$466	7	\$88	7	\$88
6 Year	116	\$869	135	\$1,013	135	\$1,013
Anniversary Payments						
3 Year	22	\$135	48	\$300	44	\$275
6 Year	783	\$1,174	742	\$1,113	720	\$1,081
Subtotal	958	\$2,644	932	\$2,514	906	\$2,457

**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 the selected term will not exceed \$7,500 or \$15,000. In FY 2026, reenlistment bonuses to prior service enlisted personnel decrease by \$3.8 million due to the decrease in the number of new payments with the introduction of lump sum payments.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	478	\$1,793	81	\$304	0	\$0
6 Year	418	\$3,135	471	\$3,533	0	\$0
Anniversary Payments						
3 Year	159	\$299	557	\$1,044	559	\$1,048
6 Year	2,081	\$3,121	2,083	\$3,125	2,138	\$3,208
Subtotal	3,136	\$8,348	3,192	\$8,006	2,697	\$4,256

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. In FY 2026, funding decreased by \$11 million due to anticipated reduced participation.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Lump Sum Payments						
Reinlistment (\$10K Bonus)	0	\$0	1,418	\$14,180	800	\$8,000
Critical Skills List (\$20K Bonus)	0	\$0	841	\$16,820	600	\$12,000
Subtotal	0	\$0	2,259	\$31,000	1,400	\$20,000

**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 re-enlistment 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 2026, funding decreased by \$709 thousand due to reduced participation and introduction of Affiliation Lump Sum Bonus.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	23	\$87	3	\$11	0	\$0
6 Year	8	\$32	1	\$4	0	\$0
Anniversary Payments						
3 Year	746	\$1,399	396	\$742	26	\$49
6 Year	11	\$16	17	\$26	16	\$25
Subtotal	788	\$1,534	417	\$783	42	\$74

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 at 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. In FY 2026, funding decreased by \$4.3 million due to anticipated reduced participation.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Lump Sum Payments						
RCAIB (\$10K Bonus)	0	\$0	401	\$4,010	300	\$3,000
Critical Skills List (\$20K Bonus)	0	\$0	613	\$12,260	450	\$9,000
Subtotal	0	\$0	1,014	\$16,270	750	\$12,000

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

Accession/Retention Bonus (AB/RB): This is the formerly named Critically Short Wartime Health Specialist Bonus. Funds requested provide 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 2026, Accession/Retention Bonus increase by \$335 thousand due to increase in participation for anniversary payments.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	309	\$6,093	309	\$6,088	309	\$6,088
Anniversary Payments						
3 Year	584	\$11,497	601	\$11,841	618	\$12,176
Subtotal	893	\$17,590	910	\$17,929	927	\$18,264

Accession/Affiliation Bonus: Funds requested provide 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 will not exceed \$10,000. In FY 2026, funding increased by \$249 thousand due to increased of anniversary payments.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	65	\$277	103	\$439	103	\$439
Anniversary Payments						
3 Year	64	\$225	97	\$340	168	\$589
Subtotal	129	\$502	200	\$779	271	\$1,028

**RESERVE PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(\$ 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 2026, funding increased by \$536 thousand due to increased of anniversary payments.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	77	\$115	357	\$536	357	\$536
Anniversary Payments						
6 Year	0	\$0	77	\$116	434	\$652
Subtotal	77	\$115	434	\$652	791	\$1,188

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 2026, funding increased by \$420 thousand due to an increase in participation.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	13	\$359	27	\$740	27	\$740
Anniversary Payments						
3 Year	42	\$941	41	\$980	54	\$1,400
Subtotal	55	\$1,300	68	\$1,720	81	\$2,140

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

Aviation Bonus (AvB): The purpose of the AFR AvB program is to target Airmen within these aviation specialties in order to improve long-term retention and stabilize inventory fluctuations to meet future AFR and Total Force requirements. Title 37 U.S.C. § 334 Special Aviation Incentive Pay and Bonus Authorities for Officers authorizes payments up to \$35,000. However, the Fiscal 2023 NDAA, Public Law No. 117-54, § 602 increases this maximum to \$50,000. This retention incentive offers eligible AFR rated aviators who have completed initial undergraduate flying training (UFT) service commitments a minimum one-year up to a maximum of five-year AvB agreement at varying annual amounts per 12-month period. The bonus will not exceed the statutory cap.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments	361	\$9,365	339	\$12,198	339	\$12,198
Anniversary Payments	675	\$16,299	733	\$20,115	779	\$21,345
Subtotal	1,036	\$25,664	1,072	\$32,313	1,118	\$33,543

TOTAL RESERVE INCENTIVES

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
Subtotal - New Payments	2,396	\$26,286	2,312	\$28,557	1,756	\$24,705
Anniversary Payments						
Subtotal - Anniversary Payments	7,352	\$38,386	7,631	\$43,105	7,837	\$45,276
Lump Sum Payments						
Subtotal - Lump Sum Payments	0	\$0	3,273	\$47,270	2,150	\$32,000
TOTAL	9,748	\$64,672	13,216	\$118,932	11,743	\$101,981

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

Foreign Language Proficiency Pay

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Officer	87	\$572	87	\$572	87	\$572
Enlisted	180	\$1,111	251	\$1,549	251	\$1,549
Subtotal	267	\$1,683	338	\$2,121	338	\$2,121

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 2026, funding decreases by \$18 thousand due to the number of participants.

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Officer		\$298		\$334		\$315
Enlisted		\$229		\$261		\$262
Subtotal		\$527		\$595		\$577

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.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	370	367	372	372	369	366	366	304	241
Enlisted	0	0	0	0	0	0	0	0	0

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	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.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	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.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	11	11	10	10	11	11	11	11	10

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.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	13	14	14	14	14	14	14	14	14

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.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	318	314	310	310	310	310	310	226	140

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.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	43	43	42	42	46	49	49	55	60

**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.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	5	5	5	5	5	5	5	5	4

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	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.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1,082	1,031	1,040	1,040	1,052	1,185	1,185	1,212	1,230
Enlisted	3,857	3,806	3,908	3,908	3,877	4,003	4,003	4,056	4,097
Subtotal	4,939	4,837	4,948	4,948	4,929	5,188	5,188	5,268	5,327

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	11	14	13	13	11	9	9	11	10
Enlisted	346	346	345	345	348	348	348	374	397
Subtotal	357	360	358	358	359	357	357	385	407

**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 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	3	5	7	7	5	3	3	5	7

TOTAL PROGRAM

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1,493	1,443	1,455	1,455	1,463	1,591	1,591	1,558	1,511
Enlisted	4,574	4,521	4,619	4,619	4,593	4,720	4,720	4,723	4,707
Subtotal	6,067	5,964	6,074	6,074	6,056	6,311	6,311	6,281	6,218

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

FY 2025 Direct Program	Amount
	\$10,995
Increases:	
Pricing Increases:	
Total Pricing Increases	\$0
Program Increases:	
TSP Matching Contribution Payments	331
Total Program Increases	\$331
Total Increases	\$331
Decreases:	
Pricing Decreases:	
Total Pricing Decreases	\$0
Program Decreases:	
TSP Matching Contribution Payments	(127)
Total Program Decreases	(\$127)
Total Decreases	(\$127)
FY 2026 Direct Program	\$11,199

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

Estimate	FY 2026	\$11,199
Estimate	FY 2025	\$10,995
Actual	FY 2024	\$12,734

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 2026, funding increases by \$204 thousand based on increased participation.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			\$4,102			\$3,154			\$3,027
Enlisted			\$8,632			\$7,841			\$8,172
Total			\$12,734			\$10,995			\$11,199

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

FY 2025 Direct Program	Amount	\$14,595
Increases:		
Pricing Increases:		
Kicker	815	
Total Pricing Increases	\$815	
Program Increases:		
Basic Benefits	21	
Total Program Increases	\$21	
Total Increases	\$836	
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	\$0	
Program Decreases:		
Kicker	(0)	
Total Program Decreases	(\$0)	
Total Decreases	(\$0)	
FY 2026 Direct Program	\$15,431	

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

Estimate	FY 2026	\$15,431
Estimate	FY 2025	\$14,595
Actual	FY 2024	\$13,337

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 (VOTECH) 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. 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 following table displays the number expected to meet the initial eligibility requirement of an enlistment, re-enlistment 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.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Eligible	Rate	Amount	Eligible	Rate	Amount	Eligible	Rate	Amount
MGIB-SR (CHAPTER 1606)									
Basic Benefits, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
Basic Benefits, Enlisted	0	\$0	\$0	1,871	\$100	\$187	2,084	\$100	\$208
\$350 Kicker, Officer	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
\$350 Kicker, Enlisted	95	\$2,146	\$203	590	\$3,315	\$1,956	590	\$4,697	\$2,771
Chapter 1606 Amortization	0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
Tuition Assistance									
Tuition Assistance, Officer	380	\$2,118	\$805	380	\$2,118	\$805	380	\$2,118	\$805
Tuition Assistance, Enlisted	5,821	\$2,118	\$12,329	5,498	\$2,118	\$11,647	5,498	\$2,118	\$11,647
TOTAL EDUCATIONAL BENEFITS	6,296		\$13,337	8,339		\$14,595	8,552		\$15,431

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

FY 2025 Direct Program	Amount
	\$63,352
Increases:	
Pricing Increases:	
FY26 Pay Raise (3.8%, Effective 1 Jan 26)	287
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	107
Inflation (Rate 2.1% FY26)	2,223
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	198
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	30
BAH (Rate 4.2% FY26)	178
Total Pricing Increases	\$3,024
Program Increases:	
Stipend	1,730
Pay Allowances	521
BAH	172
Travel	0
Total Program Increases	\$2,423
Total Increases	\$5,447
Decreases:	
Pricing Decreases:	
Total Pricing Decreases	\$0
Program Decreases:	
Total Program Decreases	\$0
Total Decreases	\$0
FY 2026 Direct Program	\$68,799

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

Estimate	FY 2026	\$68,799
Estimate	FY 2025	\$63,352
Actual	FY 2024	\$56,322

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 \$3,113 effective 1 July 2026, a change of \$114 per month. 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).

In FY 2026, prices rose by \$3 million due to inflation and economic factors, including Retired Pay Accrual, FICA, and BAH. Program increases by \$2.4 million due to an increase in participants from 1,417 to 1,476.

Pay and Allowances increase due to the 3.8% pay raise, effective 1 January 2026: \$287 thousand.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025: \$107 thousand.

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

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

PART II - Justification of Funds Requested

In FY 2026, Health Professions Scholarship Program increased by \$5.4 million due to inflation and change in stipend rates from \$2,999 to \$3,113 effective 1 July 2026.

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.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	1,301	\$27,760.09	\$36,102	1,417	\$29,070.00	\$41,178	1,476	\$30,522.00	\$45,050
Pay and Allowances	1,301	\$11,245.68	\$14,625	1,417	\$11,651.51	\$16,504	1,476	\$12,196.48	\$18,002
Uniform Allowances	238	\$400.00	\$95	238	\$400.00	\$95	238	\$400.00	\$95
Travel	605	\$5,943.80	\$3,596	605	\$6,074.56	\$3,675	605	\$6,202.13	\$3,752
Critical Skills Accession Bonus	95	\$20,000.00	\$1,904	95	\$20,000.00	\$1,900	95	\$20,000.00	\$1,900
TOTAL			\$56,322			\$63,352			\$68,799

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

FY 2025 Direct Program	Amount
	\$1,084
Increases:	
Pricing Increases:	
FY26 Pay Raise (3.8%, Effective 1 Jan 26)	1
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	0
Inflation (Rate 2.1% FY26)	45
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	0
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	0
Total Pricing Increases	\$46
Stipend	318
Pay Allowances	9
Total Program Increases	\$327
Total Increases	\$373
Decreases:	
Pricing Decreases:	
Total Pricing Decreases	\$0
Program Decreases:	
Total Program Decreases	\$0
Total Decreases	\$0
FY 2026 Direct Program	\$1,457

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

Estimate	FY 2026	\$1,457
Estimate	FY 2025	\$1,084
Actual	FY 2024	\$757

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 \$3,113 effective 1 July 2026, a change of \$114 per month. 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.

In FY 2026, pricing increases total \$46 thousand due to inflation. Program increases by \$327 thousand.

Pay and Allowances increase due to the 3.8% pay raise, effective 1 January 2026.

Pay and Allowances increase due to the annualization of the 4.5% pay raise, effective 1 January 2025.

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

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

PART II - Justification of Funds Requested

In FY 2026, price increased by \$46 thousand, and program increased by \$327 thousand due to inflation and increased participation.

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.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	9	\$28,222.22	\$254	18	\$31,798.00	\$572	28	\$33,392.00	\$935
Financial Assistance Grant	11	\$45,000.00	\$495	11	\$45,000.00	\$495	11	\$45,000.00	\$495
Pay and Allowances	9	\$889.00	\$8	18	\$919.00	\$17	28	\$963.39	\$27
Uniform Allowances	0	\$0.00	\$0	0	\$0.00	\$0	0	\$0.00	\$0
TOTAL			\$757			\$1,084			\$1,457

Section V

Special Analysis

RESERVE PERSONNEL, AIR FORCE
FULL-TIME SUPPORT PERSONNEL (END STRENGTH)

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	<u>FY 2024</u> MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	22	57	79	0	50	97	226
RECRUITING RETENTION	13	366	379	0	0	43	422
SUBTOTAL	35	423	458	0	50	140	648
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,129	4,021	5,150	5,186	36	4,001	14,373
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,129	4,021	5,150	5,186	36	4,001	14,373
TRAINING:							
RC NON-UNIT INST	1	19	20	0	0	0	20
AC SCHOOLS	8	1	9	0	0	0	9
ROTC	0	0	0	0	0	0	0
SUBTOTAL	9	20	29	0	0	0	29
HEADQUARTERS:							
SERVICE HQS	89	85	174	26	61	385	646
AC HQS	27	6	33	0	0	0	33
AC INSTAL/ACTIVITIES	10	25	35	0	0	0	35
RC CHIEFS STAFF	103	33	136	0	10	25	171
OTHERS HQS	53	6	59	0	0	0	59
SUBTOTAL	282	155	437	26	71	410	944
OTHERS	0	0	0	0	0	0	0
TOTAL	1,455	4,619	6,074	5,212	157	4,551	15,994

RESERVE PERSONNEL, AIR FORCE
FULL-TIME SUPPORT PERSONNEL (END STRENGTH)

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	<u>FY 2025</u> MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
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
SUBTOTAL	35	465	500	1	48	162	711
UNITS:							
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
SUBTOTAL	1,232	4,064	5,296	6,667	36	4,218	16,217
TRAINING:							
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
SUBTOTAL	28	21	49	1	0	0	50
HEADQUARTERS:							
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
SUBTOTAL	296	170	466	28	72	402	968
OTHERS	0	0	0	0	0	0	0
TOTAL	1,591	4,720	6,311	6,697	156	4,782	17,946

RESERVE PERSONNEL, AIR FORCE
FULL-TIME SUPPORT PERSONNEL (END STRENGTH)

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	<u>FY 2026</u> MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	20	67	87	0	48	108	243
RECRUITING RETENTION	10	397	407	1	0	49	457
SUBTOTAL	30	464	494	1	48	157	700
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,137	4,046	5,183	6,422	28	3,737	15,370
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,137	4,046	5,183	6,422	28	3,737	15,370
TRAINING:							
RC NON-UNIT INST	1	19	20	1	0	0	21
AC SCHOOLS	7	2	9	0	0	0	9
ROTC	0	0	0	0	0	0	0
SUBTOTAL	8	21	29	1	0	0	30
HEADQUARTERS:							
SERVICE HQS	108	104	212	30	65	350	657
AC HQS	47	8	55	0	0	0	55
AC INSTAL/ACTIVITIES	7	23	30	0	0	0	30
RC CHIEFS STAFF	116	36	152	0	7	26	185
OTHERS HQS	58	5	63	0	0	0	63
SUBTOTAL	336	176	512	30	72	376	990
OTHERS	0	0	0	0	0	0	0
TOTAL	1,511	4,707	6,218	6,454	148	4,270	17,090

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

HEALTH PROFESSIONS SCHOLARSHIP ENROLLMENT

	FY 2024			FY 2025			FY 2026		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	205	215	225	225	250	275	275	275	275
2nd Year	334	348	362	362	383	403	403	403	403
3rd Year	360	377	393	393	388	382	382	382	382
4th Year	345	361	377	377	397	416	416	416	416
Total Enrollment	1,244	1,301	1,357	1,357	1,417	1,476	1,476	1,476	1,476

FINANCIAL ASSISTANCE PROGRAM ENROLLMENTS

	FY 2024			FY 2025			FY 2026		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	2	2	1	1	3	4	4	5	6
2nd Year	1	2	2	2	3	4	4	5	6
3rd Year	1	5	8	8	9	10	10	13	15
4th Year	1	2	2	2	3	4	4	5	6
Total Enrollment	5	9	13	13	18	23	23	28	33
Completed Program Graduates			370			379			385

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

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,185	\$3,280	1,748	\$2,624	1,311	\$1,968
Accelerated Payments						
FY2024 Initial Payments	491	\$3,695				
FY2024 Anniversary Payments			491	\$739	491	\$739
FY2025 Initial Payments			479	\$3,603		
FY2025 Anniversary Payments					479	\$721
FY2026 Initial Payments					479	\$3,603
FY2026 Anniversary Payments						
FY2027 Initial Payments						
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
Total Initial Payments	491	\$3,695	479	\$3,603	479	\$3,603
Total Anniversary Payment	2,185	\$3,280	2,239	\$3,363	2,281	\$3,428
Total	2,676	\$6,975	2,718	\$6,966	2,760	\$7,031

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

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	42	\$941	28	\$620	14	\$300
Accelerated Payments						
FY2024 Initial Payments	13	\$359				
FY2024 Anniversary Payments			13	\$360	13	\$360
FY2025 Initial Payments			27	\$740		
FY2025 Anniversary Payments					27	\$740
FY2026 Initial Payments					27	\$740
FY2026 Anniversary Payments						
FY2027 Initial Payments						
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
Total Initial Payments	13	\$359	27	\$740	27	\$740
Total Anniversary Payment	42	\$941	41	\$980	54	\$1,400
Total	55	\$1,300	68	\$1,720	81	\$2,140

**RESERVE PERSONNEL, AIR FORCE
ACCESSION/RETENTION (AB/RB) BONUS
(\$ in Thousands)**

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	584	\$11,497	292	\$5,753		
Accelerated Payments						
FY2024 Initial Payments	309	\$6,093				
FY2024 Anniversary Payments			309	\$6,088	309	\$6,088
FY2025 Initial Payments			309	\$6,088		
FY2025 Anniversary Payments					309	\$6,088
FY2026 Initial Payments					309	\$6,088
FY2026 Anniversary Payments						
FY2027 Initial Payments						
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
Total Initial Payments	309	\$6,093	309	\$6,088	309	\$6,088
Total Anniversary Payment	584	\$11,497	601	\$11,841	618	\$12,176
Total	893	\$17,590	910	\$17,929	927	\$18,264

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

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	805	\$1,309	637	\$1,008	469	\$704
Accelerated Payments						
FY2024 Initial Payments	153	\$1,335				
FY2024 Anniversary Payments			153	\$405	153	\$405
FY2025 Initial Payments			142	\$1,101		
FY2025 Anniversary Payments					142	\$247
FY2026 Initial Payments					142	\$1,101
FY2026 Anniversary Payments						
FY2027 Initial Payments						
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
Total Initial Payments	153	\$1,335	142	\$1,101	142	\$1,101
Total Anniversary Payment	805	\$1,309	790	\$1,413	764	\$1,356
Total	958	\$2,644	932	\$2,514	906	\$2,457

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

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	757	\$1,415	382	\$713	7	\$11
Accelerated Payments						
FY2024 Initial Payments	31	\$119				
FY2024 Anniversary Payments			31	\$55	31	\$55
FY2025 Initial Payments			4	\$15		
FY2025 Anniversary Payments					4	\$8
FY2026 Initial Payments						
FY2026 Anniversary Payments						
FY2027 Initial Payments						
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
Total Initial Payments	31	\$119	4	\$15		
Total Anniversary Payment	757	\$1,415	413	\$768	42	\$74
Total	788	\$1,534	417	\$783	42	\$74

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

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	64	\$225	32	\$112		
Accelerated Payments						
FY2024 Initial Payments	65	\$277				
FY2024 Anniversary Payments			65	\$228	65	\$228
FY2025 Initial Payments			103	\$439		
FY2025 Anniversary Payments					103	\$361
FY2026 Initial Payments					103	\$439
FY2026 Anniversary Payments						
FY2027 Initial Payments						
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
Total Initial Payments	65	\$277	103	\$439	103	\$439
Total Anniversary Payment	64	\$225	97	\$340	168	\$589
Total	129	\$502	200	\$779	271	\$1,028

RESERVE PERSONNEL, AIR FORCE
AVIATION BONUS
(\$ in Thousands)

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	675	\$16,299	441	\$12,021	261	\$4,574
Accelerated Payments						
FY2024 Initial Payments	361	\$9,365				
FY2024 Anniversary Payments			292	\$8,094	221	\$6,119
FY2025 Initial Payments			339	\$12,198		
FY2025 Anniversary Payments					297	\$10,652
FY2026 Initial Payments					339	\$12,198
FY2026 Anniversary Payments						
FY2027 Initial Payments						
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
Total Initial Payments	361	\$9,365	339	\$12,198	339	\$12,198
Total Anniversary Payment	675	\$16,299	733	\$20,115	779	\$21,345
Total	1,036	\$25,664	1,072	\$32,313	1,118	\$33,543

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

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,240	\$3,420	1,744	\$2,646	1,249	\$1,874
Accelerated Payments						
FY2024 Initial Payments	896	\$4,928				
FY2024 Anniversary Payments			896	\$1,523	896	\$1,523
FY2025 Initial Payments			552	\$3,837		
FY2025 Anniversary Payments					552	\$859
FY2026 Initial Payments						
FY2026 Anniversary Payments						
FY2027 Initial Payments						
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
Total Initial Payments	896	\$4,928	552	\$3,837		
Total Anniversary Payment	2,240	\$3,420	2,640	\$4,169	2,697	\$4,256
Total	3,136	\$8,348	3,192	\$8,006	2,697	\$4,256

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

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations						
Accelerated Payments						
FY2024 Initial Payments	77	\$115				
FY2024 Anniversary Payments			77	\$116	77	\$116
FY2025 Initial Payments			357	\$536		
FY2025 Anniversary Payments					357	\$536
FY2026 Initial Payments					357	\$536
FY2026 Anniversary Payments						
FY2027 Initial Payments						
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
Total Initial Payments	77	\$115	357	\$536	357	\$536
Total Anniversary Payment			77	\$116	434	\$652
Total	77	\$115	434	\$652	791	\$1,188

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 2026 Aviation Program will allow us to offer bonuses to Full-Time Active Guard and Reserve (AGR) personnel, Air Reserve Technicians (ART), and selected Traditional Reservists (TR).

<u>Aircraft Type category:</u>	Aircraft Personnel Manning Levels		
	FY 2024	FY 2025	FY 2026
Fighter	80.5%	80.8%	80.8%
Bomber	95.4%	96.7%	96.7%
Mobility	93.4%	98.2%	98.2%
Special Ops	128.6%	129.4%	129.4%
C2ISR	106.1%	107.2%	107.2%
Rescue	62.8%	63.2%	63.2%
RPA	99.1%	99.1%	99.1%
Total	95.1%	96.4%	96.4%

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).

<u>Aircraft Type category:</u>	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Fighter	272	\$28,161.76	\$7,660	263	\$39,467.68	\$10,380	295	\$33,305.08	\$9,825
Bomber	71	\$27,577.46	\$1,958	76	\$31,381.58	\$2,385	70	\$31,385.71	\$2,197
Mobility	526	\$20,558.94	\$10,814	545	\$24,480.73	\$13,342	563	\$26,678.51	\$15,020
Special Ops	49	\$30,081.63	\$1,474	57	\$33,315.79	\$1,899	64	\$34,781.25	\$2,226
C2ISR	32	\$32,437.50	\$1,038	41	\$33,975.61	\$1,393	45	\$33,933.33	\$1,527
Rescue	29	\$29,034.48	\$842	34	\$30,117.65	\$1,024	25	\$33,720.00	\$843
RPA	57	\$32,947.37	\$1,878	56	\$33,750.00	\$1,890	56	\$34,017.86	\$1,905
Total	1,036	\$	25,664	1,072	\$	32,313	1,118	\$	33,543