

DEPARTMENT OF THE AIR FORCE

Fiscal Year (FY) 2026 Budget Estimates



**MILITARY PERSONNEL, AIR FORCE
JUNE 2025**

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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

Military Personnel, Air Force

			FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2026	FY 2026
		Sec	Actuals	Enacted	Supplemental	Total	Disc Request	Reconciliation Request	Total
<u>Budget Activity 01: Pay and Allowances of Officers</u>									
3500F	005 Basic Pay	U	6,104,245	6,361,929		6,361,929	6,723,566		6,723,566
3500F	010 Retired Pay Accrual	U	1,809,610	1,678,526		1,678,526	1,628,782		1,628,782
3500F	011 Thrift Savings Plan Matching Contributions	U	98,996	102,054		102,054	104,458		104,458
3500F	025 Basic Allowance for Housing	U	1,735,196	1,821,251		1,821,251	2,064,745		2,064,745
3500F	030 Basic Allowance for Subsistence	U	239,155	241,987		241,987	253,557		253,557
3500F	035 Incentive Pays	U	430,879	373,685		373,685	469,320		469,320
3500F	040 Special Pays	U	404,114	462,041		462,041	506,052		506,052
3500F	045 Allowances	U	91,715	69,879		69,879	80,612		80,612
3500F	050 Separation Pay	U	38,801	33,437		33,437	40,264		40,264
3500F	055 Social Security Tax	U	466,432	486,110		486,110	513,823		513,823
Total Budget Activity 01			11,419,143	11,630,899		11,630,899	12,385,179		12,385,179
<u>Budget Activity 02: Pay and Allowances of Enlisted</u>									
3500F	060 Basic Pay	U	11,292,559	12,059,169		12,059,169	12,642,437		12,642,437
3500F	065 Retired Pay Accrual	U	3,358,331	3,108,431		3,108,431	3,062,653		3,062,653
3500F	066 Thrift Savings Plan Matching Contributions	U	202,170	182,797		182,797	231,776		231,776
3500F	080 Basic Allowance for Housing	U	4,801,125	5,134,873		5,134,873	5,306,929		5,306,929
3500F	085 Incentive Pays	U	63,097	71,227		71,227	52,001		52,001
3500F	090 Special Pays	U	431,550	414,235		414,235	522,974		522,974
3500F	095 Allowances	U	521,037	515,827		515,827	432,507	115,598	548,105

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Jun 2025

Military Personnel, Air Force

			FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2026	FY 2026
		Sec	Actuals	Enacted	Supplemental	Total	Disc Request	Reconciliation Request	Total
3500F	100 Separation Pay	U	75,903	74,319		74,319	84,929		84,929
3500F	105 Social Security Tax	U	863,885	901,413		901,413	967,146		967,146
3500F	115 Basic Allowance for Subsistence	U					1,348,166		1,348,166
3500F	120 Subsistence-In-Kind	U					320,251		320,251
Total Budget Activity 02			21,609,657	22,462,291		22,462,291	24,971,769	115,598	25,087,367

Budget Activity 03: Pay And Allowances Of Cadets

3500F	110 Academy Cadets	U	98,085	101,914		101,914	105,204		105,204
Total Budget Activity 03			98,085	101,914		101,914	105,204		105,204

Budget Activity 04: Subsistence of Enlisted Personnel

3500F	115 Basic Allowance for Subsistence	U	1,286,592	1,305,636		1,305,636			
3500F	120 Subsistence-In-Kind	U	325,671	312,405		312,405			
Total Budget Activity 04			1,612,263	1,618,041		1,618,041			

Budget Activity 05: Permanent Change of Station Travel

3500F	125 Accession Travel	U	132,063	109,565		109,565	165,866		165,866
3500F	130 Training Travel	U	94,168	87,863		87,863	112,354		112,354
3500F	135 Operational Travel	U	295,891	365,619		365,619	365,238		365,238
3500F	140 Rotational Travel	U	635,439	662,668		662,668	843,678		843,678

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

Jun 2025

Military Personnel, Air Force

			FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2026	FY 2026
		Sec	Actuals	Enacted	Supplemental	Total	Disc Request	Reconciliation Request	Total
3500F	145 Separation Travel	U	221,972	190,966		190,966	304,136		304,136
3500F	150 Travel of Organized Units	U	15,118	28,955		28,955	47,225		47,225
3500F	155 Non-Temporary Storage	U	33,585	33,285		33,285	41,372		41,372
3500F	160 Temporary Lodging Expense	U	102,987	102,111		102,111	140,250	43,529	183,779
3500F	165 Other	U	39,500				30,828		30,828
Total Budget Activity 05			1,570,723	1,581,032		1,581,032	2,050,947	43,529	2,094,476

Budget Activity 06: Other Military Personnel Costs

3500F	170 Apprehension of Military Deserters	U	26	26		26	26		26
3500F	175 Interest on Uniformed Services Savings	U	1,684	1,739		1,739	1,784		1,784
3500F	180 Death Gratuities	U	19,500	19,800		19,800	20,300		20,300
3500F	185 Unemployment Benefits	U	19,604	22,370		22,370	24,629		24,629
3500F	200 Adoption Expenses	U	406	407		407	407		407
3500F	210 Transportation Subsidy	U	6,287	6,850		6,850	7,300		7,300
3500F	215 Partial Dislocation Allowance	U	14,123	14,784		14,784	15,371		15,371
3500F	216 SGLI Extra Hazard Payments	U	4,482	3,741		3,741	4,041		4,041
3500F	217 Reserve Officers Training Corps (ROTC)	U	36,906	39,621		39,621	46,150		46,150
3500F	218 Junior ROTC	U	20,764	21,922		21,922	23,621		23,621
Total Budget Activity 06			123,782	131,260		131,260	143,629		143,629

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(Dollars in Thousands)

Jun 2025

Military Personnel, Air Force

		FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2026	FY 2026
	Sec	Actuals	Enacted	Supplemental	Total	Disc Request	Reconciliation Request	Total
Total Military Personnel, Air Force		36,433,653	37,525,437		37,525,437	39,656,728	159,127	39,815,855
Less Reimbursables		492,714	502,000		502,000	515,190		515,190
Total Direct - Military Personnel, Air Force		35,940,939	37,023,437		37,023,437	39,141,538	159,127	39,300,665
<u>Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u>								
1007F 300 Air Force	U	2,047,980	2,192,081		2,192,081	2,527,335		2,527,335
Total Active Air Force Military Personnel Costs		37,988,919	39,215,518		39,215,518	41,668,873	159,127	41,828,000

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**MILITARY PERSONNEL, AIR FORCE
ACTIVE FORCES
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All figures in the exhibits are for the FY 2026 Discretionary Appropriations President's Budget Request unless otherwise noted.

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SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(Amount in Thousands)
FY 2024 Actuals FY 2025 Enactments FY 2026 Estimate /1

Direct Program

Pay and Allowances of Officers	11,212,320	11,421,951	12,166,349
Pay and Allowances of Enlisted	21,300,642	22,200,356	24,675,409
Pay and Allowances of Cadets	98,085	101,914	105,204
Subsistence of Enlisted Personnel	1,576,237	1,586,924	-
Permanent Change of Station Travel	1,570,723	1,581,032	2,050,947
Other Military Personnel Programs	123,031	131,260	143,629
TOTAL DIRECT PROGRAM	35,881,038	37,023,437	39,141,538

Reimbursable Program

Pay and Allowances of Officers	182,834	208,948	218,830
Pay and Allowances of Enlisted Personnel	280,776	261,935	296,360
Subsistence of Enlisted Personnel	29,104	31,117	-
TOTAL REIMBURSABLE PROGRAM	492,714	502,000	515,190

Total Baseline Program

Pay and Allowances of Officers	11,395,154	11,630,899	12,385,179
Pay and Allowances of Enlisted	21,581,418	22,462,291	24,971,769
Pay and Allowances of Cadets	98,085	101,914	105,204
Subsistence of Enlisted Personnel	1,605,341	1,618,041	-
Permanent Change of Station Travel	1,570,723	1,581,032	2,050,947
Other Military Personnel Programs	123,031	131,260	143,629
TOTAL BASELINE PROGRAM FUNDING	36,373,752	37,525,437	39,656,728

SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(Amount in Thousands)

	FY 2024 Actuals	FY 2025 Enactments	FY 2026 Estimate /1
<u>Red Hill: Consolidated Appropriations Act, 2023 (P.L. 117-328)</u>			
Pay and Allowances of Officers	339	-	-
Pay and Allowances of Enlisted	2,727	-	-
Subsistence of Enlisted Personnel	177	-	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Programs	-	-	-
TOTAL RED HILL EXPENSES	3,243	-	-
<u>Israel Security Supplemental Appropriations Act, 2024 (P.L. 118-50)</u>			
Pay and Allowances of Officers	13,464	-	-
Pay and Allowances of Enlisted	19,537	-	-
Subsistence of Enlisted Personnel	5,497	-	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Programs	484	-	-
TOTAL ISRAEL EXPENSES	38,982	-	-
<u>Ukraine Security Supplemental Appropriations Act, 2024 (P.L. 118-50)</u>			
Pay and Allowances of Officers	10,186	-	-
Pay and Allowances of Enlisted	5,975	-	-
Subsistence of Enlisted Personnel	1,248	-	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Programs	267	-	-
TOTAL UKRAINE EXPENSES	17,676	-	-
<u>Total Program</u>			
Pay and Allowances of Officers	11,419,143	11,630,899	12,385,179
Pay and Allowances of Enlisted	21,609,657	22,462,291	24,971,769
Pay and Allowances of Cadets	98,085	101,914	105,204
Subsistence of Enlisted Personnel	1,612,263	1,618,041	-
Permanent Change of Station Travel	1,570,723	1,581,032	2,050,947
Other Military Personnel Programs	123,782	131,260	143,629
TOTAL PROGRAM	36,433,653	37,525,437	39,656,728
Medicare-Eligible Retiree HFC., (AF)	2,047,980	2,192,081	2,527,335
TOTAL MILPERS PROGRAM COST	38,481,633	39,717,518	42,184,063

SECTION 1
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(Amount in Thousands)
FY 2024 Actuals FY 2025 Enactments FY 2026 Estimate /1

Memo Entry: Other Combatant Commands (COCOM) Support /2

Pay and Allowances of Officers	196,971	203,157	201,812
Pay and Allowances of Enlisted	488,127	534,338	757,951
Subsistence of Enlisted Personnel	134,396	157,861	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Programs	11,553	11,572	12,236
TOTAL OTHER COCOM SUPPORT	831,047	906,928	971,999

Pending Section 1421 Transfer: United States Central Command (CENTCOM) /3

Pay and Allowances of Officers	-	13,649	-
Pay and Allowances of Enlisted Personnel	-	20,361	-
Subsistence of Enlisted Personnel	-	990	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Costs	-	-	-
TOTAL PENDING CENTCOM	-	35,000	-

Pending Section 1421 Transfer: United States European Command (EUCOM) /3

Pay and Allowances of Officers	-	22,231	-
Pay and Allowances of Enlisted Personnel	-	33,157	-
Subsistence of Enlisted Personnel	-	1,612	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Costs	-	-	-
TOTAL PENDING EUCOM	-	57,000	-

1 Fiscal Year (FY) 2026 requirements for Enlisted Personnel Subsistence are requested under Pay and Allowances of Enlisted due to the PPBE Reform Budget Line Item consolidation recommendation.

2 Mobilized RC supporting Other COCOM requirements (e.g., Horn of Africa, Red Sea Operations and other CENTCOM support). FY 2026 includes additional COCOM requirements that were previously financed via supplemental.

3 FY 2025 anticipated internal reprogramming and not included in the FY 2025 Enactment.

The FY 2026 request for Military Personnel, Air Force includes \$39,141,538 thousand of discretionary and \$159,127 thousand of mandatory (reconciliation) for a total of \$39,300,665 thousand. Discretionary amounts reflect the Department's request for resources enacted through the FY2026 Appropriation process. Mandatory (reconciliation) amounts reflect the DOD's request for resources enacted through the Reconciliation process. The mandatory funds authorize supplemental payments to military personnel to secure suitable housing in areas with a high cost of living and to provide an additional seven days of Temporary Lodging Expense (TLE) (from 14 to 21 days). Further information for this reconciliation request is provided in the Reconciliation Exhibit Section 20001: Quality of Life. FY2026 funding for homeland territorial integrity and security is included in Reconciliation Exhibit Section 20011: Homeland Border Securities Initiatives.

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SECTION 2

INTRODUCTORY STATEMENT

The Military Personnel, Air Force Appropriation provides financial resources to compensate active military personnel. The tables contain budget data for pay and allowances of officers, enlisted, cadets, subsistence of enlisted personnel, permanent change of station (PCS) travel, and other military personnel costs. The budget activity structure and detailed justification demonstrate how the military personnel program is controlled. It displays the inventory of officers, enlisted, and cadet personnel with associated work years.

In these fiscally challenging times, our biggest leadership challenge is taking care of people while striking the right balance between maintaining today's readiness and posturing future modernization and recapitalization priorities. The Air Force takes a balanced approach to maintain core capabilities and is committed to providing the competitive military compensation necessary to recruit and retain high-quality, experienced Airmen who boldly work around the clock and across the globe to defend our Nation.



The Department of the Air Force FY 2026 President's Budget increases the all-volunteer active duty Air Force end strength to 321,500 from the 320,000 projected and requested for FY 2026. In order to support the Interim National Defense Strategy Guidance to make smart and disciplined choices regarding the responsible use of our military, the Air Force continues to address the challenges of recruiting and retaining talented Airmen. To enable this effort, the FY 2026 military personnel budget request provides various bonuses, economic security, and quality of life entitlements to help build a stronger, more talented force. These increases are necessary to meet DAF end strength goals while investing in modernization required for a future high-end fight. Tomorrow's challenges require more Airmen trained and ready to fight in F-35, B-21, KC-46, and Joint All Domain Command and Control.

The Air Force will continue to employ a variety of monetary incentives to encourage the recruiting and retention of talented Airmen. The Air Force will offer targeted Retention Bonuses to both officers (Officer Retention Bonus) and enlisted Airmen (Selective Retention Bonus) in specialties with low manning or poor retention and high replacement training costs. These bonuses take aim at enlisted Airmen who reenlist/extend their current enlistment or officers who agree to continue serving on active duty for at least one additional year in specialties such as cyber, maintenance, nuclear, special warfare airmen, explosive ordnance, intelligence, and aviation. Special Duty Assignment Pay (SDAP) will be used to compensate personnel with duties which are extremely difficult and/or involve an unusual degree of responsibility in a military skill, such as recruiters, basic military training instructors, combat controllers, cyber warfare operators, and explosive ordnance disposal personnel. In addition to increasing monetary compensation, the Air Force continues to review and implement accessions and recruiting policies to expand the pool of eligible candidates without reducing standards.

Current recruiting success is attributed to enhancements in training, increases in marketing funding in 2023, increases to Initial Enlistment Bonuses and VCSAF Barriers to Service Cross Functional Team efforts, which to date have generated ~14K new accessions through 19 new policy updates and initiatives. The Air Force implemented policy updates to accessions body composition, hand and neck tattoos, and age limit requirements, and established a positive Drug Alcohol Test Pilot Program and Airmen and Guardians Referral Program in FY 2022 and 2023.

Ultimately the FY 2026 Military Personnel appropriation will provide competitive pay and compensation to our most precious resource - Airmen - who support and defend America's interests around the globe, bind themselves to our Air Force core values, and are the backbone of Air Force readiness.

FISCAL YEARS 2024, 2025 and 2026

The end strength and work year estimates reflect monthly gain and loss patterns and also include man-days for Air Force Guard and Reserve support to active peacetime and overseas contingency operation missions. Title 10 U.S.C. § 9442 authorizes Air Force to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date is typically scheduled for their last week of May. Authorized cadet strength remains programmed at 4,000 each year, however cadet strength may exceed 4,000 at the end of each fiscal year.

Funding Levels

The FY 2024 actuals of \$36.4 billion includes \$492.7 million in reimbursements and \$831.0 million of Other COCOM Support Costs.

The FY 2025 budget estimate is \$37.5 billion includes \$502.0 million in reimbursements and \$906.9 million of Other COCOM Support Costs.

The FY 2026 budget request is \$39.7 billion includes \$515.2 million in reimbursements and \$972.0 million of Other COCOM Support Costs.

Baseline Budget Rates

The FY 2026 Justification Book reflects a 4.5% pay raise in FY 2025 and 3.8% pay raise in FY 2026, effective 1 January each year and an additional 10% Junior Enlisted Pay Raise effective April 1, 2025. It reflects an annualized rate of 1.33% for subsistence in FY 2025, and 2.85% in FY 2026. The budget reflects an annualized rate of 4.30% for housing allowances in FY 2025 and 4.20% in FY 2026. In addition, the full-time Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) rate is 26.6% in FY 2025 and 24.3% in FY 2026. the part-time Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) rate is 21.5% for FY 2025, and 22.6% for FY 2026.

Medicare-Eligible Retiree Health Care Fund

The Ronald W. Reagan National Defense Authorization Act (NDAA) for Fiscal Year 2005 (Public Law (P.L.) 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Since these costs are actually borne in support of the Department of Defense (DoD), they will be shown as part of the DoD discretionary total. The appropriations requested for the military personnel accounts exclude retiree health accrual funding. Total obligations on behalf of military personnel include both the amounts requested for appropriation and amounts paid from the permanent, indefinite authority.

MILITARY PERSONNEL, AIR FORCE
Fiscal Year (FY) 2026 Program Budget Review
Performance Measures and Evaluation Summary

President's Management Plan – Performance Metrics

The Air Force is actively implementing the President's management agenda initiative of performance-based measures in the Military Personnel Appropriation budget process. Areas measured include end strength, average strength, and recruiting and retention.

Performance Measures and Evaluation Summary

Activity: Active Military Personnel

Activity Goal: Maintain the correct Active Military Personnel to execute the Interim National Defense Strategy Guidance.

Description of Activity: The Active Military Personnel appropriations provide resources necessary to compensate military personnel required to man approved force structure and support infrastructure, which include pay and allowances, individual clothing, subsistence, and permanent change of station.

PERFORMANCE MEASURES:

	<u>FY 2024 Actual</u>	<u>FY 2025 Planned</u>	<u>FY 2026 Planned</u>
Average Strength	328,202	331,317	333,080
End Strength	315,958	318,235	321,500
Authorized End Strength	325,344	320,000	

The FY 2026 requirement includes 13,252 average strength for Air Force Guard and Reserve on Active duty in support of the Other COCOM Support.

Title 10 U.S.C., Section 9442 authorizes Air Force to measure cadet strength on the last day of the academic year (the day before graduation) rather than the last day of the fiscal year. The graduation date is typically scheduled for the last week of May.

Recruiting

	<u>FY 2024 Executed</u>	<u>FY 2025 Planned</u>	<u>FY 2026 Planned</u>
1. Numeric goals	27,200	30,100	33,500
Actual	27,303		
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	98.00%	98.00%	98.00%
Actual	98.39%		
b. Cat I-IIIa**			
Goal	82.50%	82.50%	82.50%
Actual	82.19%		

** The DoD has established a correlation between first term enlistment attrition and quality indicators such as HSDG and Category I-IIIa Armed Forces Qualification Test (AFQT) scores. DoD Benchmarks are: Minimum 90% HSDG; 60% Cat I-IIIa (AFQT score 50-99). AF 10 year average for HSDG and Cat I-IIIa are 99% and 85% respectively.

Exhibit PB-30Y

SECTION 3
SUMMARY TABLES

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

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>
<u>DIRECT BASELINE PROGRAM</u>						
Officers	59,876	60,096	60,021	61,039	61,113	61,275
Enlisted	252,283	251,127	252,918	252,420	254,098	255,528
Cadets	3,928	4,038	3,911	4,079	3,920	4,000
Total Direct Program	316,087	315,261	316,850	317,538	319,131	320,803
<u>REIMBURSABLE PROGRAM</u>						
Officers	412	412	414	412	412	412
Enlisted	285	285	287	285	285	285
Total Reimbursable Program	697	697	701	697	697	697
<u>ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS)</u>						
Officers	1,499	0	1,184	0	1,239	0
Enlisted	2,387	0	4,163	0	2,471	0
Total ADOS	3,886	0	5,347	0	3,710	0
<u>12304b PREPLANNED SUPPORT</u>						
Officers	241	0	261	0	478	0
Enlisted	1,112	0	1,198	0	2,112	0
Total 12304b Preplanned Support	1,353	0	1,459	0	2,590	0
<u>PENDING SECTION 1421 TRANSFER: UNITED STATES CENTRAL COMMAND (CENTCOM)</u>						
Officers	0	0	73	0	0	0
Enlisted	0	0	287	0	0	0
Total Pending CENTCOM	0	0	360	0	0	0
<u>PENDING SECTION 1421 TRANSFER: UNITED STATES EUROPEAN COMMAND (EUCOM)</u>						
Officers	0	0	119	0	0	0
Enlisted	0	0	467	0	0	0
Total Pending EUCOM	0	0	586	0	0	0

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

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>	<u>Work Years</u>	<u>End Strengths</u>
<u>TOTAL BASELINE PROGRAM</u>						
Officers	62,028	60,508	62,072	61,451	63,242	61,687
Enlisted	256,067	251,412	259,320	252,705	258,966	255,813
Total Program	322,023	315,958	325,303	318,235	326,128	321,500
<u>OTHER COCOM SUPPORT /1</u>						
Officers	1,046	0	1,102	0	998	0
Enlisted	5,133	0	4,912	0	5,954	0
Total Other COCOM Support	6,179	0	6,014	0	6,952	0
<u>REVISED TOTAL PROGRAM</u>						
Officers	63,074	60,508	63,174	61,451	64,240	61,687
Enlisted	261,200	251,412	264,232	252,705	264,920	255,813
Cadets	3,928	4,038	3,911	4,079	3,920	4,000
Revised Total Program	328,202	315,958	331,317	318,235	333,080	321,500

/1 Other COCOM Support in FY25 includes Southwest Border Support Operations.

Note: The United States Air Force Academy (USAF A) cadet strength limitation of 4,000 is measured according to Title 10 U.S.C. § 9442 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

The Air Force is required to document the number of Reserve and National Guard members who have performed operational support duty for the Air Force for 1) a period greater than 1,095 consecutive days, or 2) cumulatively for 1,825 days out of the previous 2,190 days and thereby exceeds the threshold. The Fiscal 2022 National Defense Authorization Act (P.L. 117-81, Sec 415) amended the reporting requirement from 1,095 days out of the previous 1,460 days to 1,825 days out of the previous 2,190 days.

	FY 2024 Actual	FY 2025 Estimate	FY 2026 Estimate
AF Reserve	39	140	140
AF Guard	34	60	60

**END STRENGTH BY GRADE
(TOTAL PROGRAM)**

		FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
		Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>							
O-10	General	14	0	11	0	11	0
O-9	Lieutenant General	42	0	46	0	46	0
O-8	Major General	82	1	77	1	77	1
O-7	Brigadier General	104	1	112	1	112	1
O-6	Colonel	3,150	22	3,222	21	3,122	21
O-5	Lieutenant Colonel	9,133	64	9,414	62	9,224	62
O-4	Major	13,116	94	13,615	91	13,622	91
O-3	Captain	20,952	142	20,664	143	21,317	143
O-2	1st Lieutenant	7,027	47	6,922	47	7,097	47
O-1	2nd Lieutenant	6,888	41	7,305	46	6,919	46
W-5	Chief Warrant Officer 5	0	0	0	0	0	0
W-4	Chief Warrant Officer 4	0	0	0	0	0	0
W-3	Chief Warrant Officer 3	0	0	0	0	6	0
W-2	Chief Warrant Officer 2	0	0	33	0	98	0
W-1	Warrant Officer 1	0	0	30	0	36	0
Officer Subtotal		60,508	412	61,451	412	61,687	412
 <u>Enlisted Personnel</u>							
E-9	Chief Master Sergeant	2,444	3	2,526	3	2,559	3
E-8	Senior Master Sergeant	4,789	6	5,294	6	5,118	6
E-7	Master Sergeant	22,665	26	24,593	27	24,309	27
E-6	Technical Sergeant	38,559	42	37,505	43	38,382	43
E-5	Staff Sergeant	52,549	60	52,116	60	53,665	60
E-4	Senior Airman	68,504	71	63,107	71	63,972	71
E-3	Airman First Class	43,984	55	49,643	55	48,006	55
E-2	Airman	8,980	11	9,488	10	9,562	10
E-1	Airman Basic	8,938	11	8,433	10	10,240	10
Enlisted Subtotal		251,412	285	252,705	285	255,813	285
 <u>Cadets</u>							
		4,038	0	4,079	0	4,000	0
TOTAL END STRENGTH		315,958	697	318,235	697	321,500	697

Note: The USAFA cadet strength limitation of 4,000 is measured according to Title 10 U.S.C., Section 9442 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

Note: FY 2025 reintroduces Warrant Officers to the Air Force in accordance with the Career Compensation Act, P.L 81-351 and the Warrant Officer Act, P.L 83-379.

**AVERAGE STRENGTH (WORKYEARS) BY GRADE
(TOTAL PROGRAM)**

		FY 2024 Actual 1/		FY 2025 Estimate		FY 2026 Estimate	
		Total	Reimb Included	Total	Reimb Included	Total	Reimb Included
<u>Commissioned Officers</u>							
O-10	General	13	0	12	0	11	0
O-9	Lieutenant General	41	0	42	0	46	0
O-8	Major General	79	1	75	1	78	1
O-7	Brigadier General	115	1	115	1	122	1
O-6	Colonel	3,289	22	3,277	22	3,336	21
O-5	Lieutenant Colonel	9,892	64	9,920	63	10,047	62
O-4	Major	14,212	94	13,993	93	14,474	91
O-3	Captain	21,528	142	21,405	143	21,254	143
O-2	1st Lieutenant	7,088	47	7,221	47	7,359	47
O-1	2nd Lieutenant	6,817	41	7,079	44	7,376	46
W-5	Chief Warrant Officer 5	0	0	0	0	0	0
W-4	Chief Warrant Officer 4	0	0	0	0	0	0
W-3	Chief Warrant Officer 3	0	0	0	0	6	0
W-2	Chief Warrant Officer 2	0	0	19	0	95	0
W-1	Warrant Officer 1	0	0	16	0	36	0
Officer Subtotal		63,074	412	63,174	414	64,240	412
<u>Enlisted Personnel</u>							
E-9	Chief Master Sergeant	2,610	3	2,603	3	2,653	3
E-8	Senior Master Sergeant	5,118	6	5,423	6	5,582	6
E-7	Master Sergeant	24,708	26	24,705	27	25,885	27
E-6	Technical Sergeant	41,680	42	40,787	43	40,437	43
E-5	Staff Sergeant	56,421	60	54,213	60	55,403	60
E-4	Senior Airman	68,564	71	69,863	71	66,246	71
E-3	Airman First Class	45,409	55	47,904	55	50,097	55
E-2	Airman	8,131	11	9,283	11	9,629	10
E-1	Airman Basic	8,559	11	9,451	11	8,988	10
Enlisted Subtotal		261,200	285	264,232	287	264,920	285
<u>Cadets</u>		3,928	0	3,911	0	3,920	0
TOTAL WORKYEARS		328,202	697	331,317	701	333,080	697

ACTIVE DUTY STRENGTHS BY MONTHS

Monthly End Strengths /1	FY 2024 Actual				FY 2025 Projected				FY 2026 Requested			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
September	60,744	253,904	4,050	318,698	60,508	251,412	4,038	315,958	61,451	252,705	4,079	318,235
October	60,477	253,414	4,036	317,927	60,235	252,123	4,033	316,391	61,381	252,898	4,036	318,315
November	60,319	253,523	4,031	317,873	60,021	251,808	4,024	315,853	61,395	252,764	4,019	318,178
December	60,193	253,166	3,984	317,343	59,870	252,135	3,997	316,002	61,245	253,412	4,014	318,671
January	59,970	253,139	3,987	317,096	59,688	253,372	3,991	317,051	61,224	253,801	4,009	319,034
February	59,974	252,717	3,974	316,665	59,696	253,999	3,980	317,675	61,111	254,550	4,004	319,665
March	59,814	252,070	3,965	315,849	59,693	253,922	3,968	317,583	61,235	254,763	3,999	319,997
April	59,721	251,908	3,956	315,585	59,760	254,320	3,958	318,038	61,090	254,990	3,994	320,074
May	60,424	252,211	2,982	315,617	61,060	254,143	2,989	318,192	62,042	254,824	2,989	319,855
June	60,678	251,939	4,077	316,694	61,441	253,745	3,984	319,170	62,200	255,244	3,984	321,428
July	60,652	252,087	4,058	316,797	61,388	253,600	3,979	318,967	61,983	255,291	3,979	321,253
August	60,611	251,989	4,046	316,646	61,386	253,231	3,974	318,591	61,819	255,801	3,974	321,594
September	60,508	251,412	4,038	315,958	61,451	252,705	4,079	318,235	61,687	255,813	4,000	321,500
Average Strength	60,288	252,568	3,928	316,784	60,435	253,205	3,911	317,551	61,525	254,383	3,920	319,828

Summary of Average Strength & Pay and Allowances ADOS and RC Mobilization												
	FY 2024 Actual				FY 2025 Projected				FY 2026 Requested			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
RC Mobilization												
Active Duty for Operational Support (ADOS)	1,499	2,387	-	3,886	1,184	4,163	-	5,347	1,239	2,471	-	3,710
Dollars in Thousands	\$285,200	\$222,200	\$ -	\$507,400	\$230,450	\$397,705	\$ -	\$628,155	\$254,200	\$247,500	\$ -	\$501,700
12304b Preplanned Support	241	1,112	-	1,353	261	1,198	-	1,459	478	2,112	-	2,590
Dollars in Thousands	\$45,900	\$103,500	\$ -	\$149,400	\$50,800	\$114,449	\$ -	\$165,249	\$98,100	\$211,500	\$ -	\$309,600
OTHER COCOM SUPPORT	1,046	5,133	-	6,179	1,096	4,904	-	6,000	998	5,954	-	6,952
Dollars in Thousands	\$199,027	\$632,020	\$ -	\$831,047	\$214,540	\$623,334	\$ -	\$837,874	\$203,737	\$784,007	\$ -	\$987,744
Pending Section 1421 Transfer: CENTCOM	-	-	-	-	73	287	-	360	-	-	-	-
Dollars in Thousands	\$ -	\$ -	\$ -	\$ -	\$ 13,649	\$ 21,351	\$ -	\$ 35,000	\$ -	\$ -	\$ -	\$ -
Pending Section 1421 Transfer: EUCOM	-	-	-	-	119	467	-	586	-	-	-	-
Dollars in Thousands	\$ -	\$ -	\$ -	\$ -	\$ 22,231	\$ 34,769	\$ -	\$ 57,000	\$ -	\$ -	\$ -	\$ -
Southwest Border Support	-	-	-	-	6	8	-	14	-	-	-	-
Dollars in Thousands	\$ -	\$ -	\$ -	\$ -	\$1,140	\$795	\$ -	\$1,935	\$ -	\$ -	\$ -	\$ -
Total RC Mobilization	2,786	8,632	-	11,418	2,739	11,027	-	13,766	2,715	10,537	-	13,252
Total RC Mobilization Funding	\$530,127	\$957,720	\$ -	\$1,487,847	\$532,810	\$1,192,403	\$ -	\$1,725,213	\$556,037	\$1,243,007	\$ -	\$1,799,044
Total Average Strength	63,074	261,200	3,928	328,202	63,174	264,232	3,911	331,317	64,240	264,920	3,920	333,080

1/ Monthly end strengths (ES) only include Active Component personnel. End Strengths reflect actuals through April 2025. Remaining months reflect projections as of June 2025

Note: The United States Air Force Academy (USAFA) cadet strength limitation of 4,000 is measured according to Title 10 U.S.C. § 9442 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

ACTIVE DUTY STRENGTHS BY MONTHS

12304b: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of the Combatant Commands (Enduring)

The 2012 NDAA, by order of Title 10 U.S.C., Section 12304b, provides the authority for the Secretary of the Air Force to order any unit of the Selected Reserve, without consent of the members, to active duty for not more than 365 consecutive days. In FY26, the Department of the Air Force plans to utilize 12304b to augment active forces for pre-planned missions in support of combatant commands, including enduring operations funded in the baseline budget. Identified operations/missions are:

Special Operation Forces Support (25 MY (12 Officer, 13 Enlisted), \$3.9M)

AFSOC gained ARC units tasked to USSOCOM requirements in the baseline GFMAP. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Rapid Global Mobility Operations in support of Combatant Commanders (1,209 MY (273 Officer, 936 Enlisted), \$149.3M)

Provides Rapid Global Mobility support to include air-refueling, airlift, aeromedical evacuation for all Combatant Commanders. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Theater Security Cooperation/Immediate Response Force/Dynamic Force Employment (253 MY (26 Officer, 277 Enlisted), \$29.1M)

Provides rotational CAF deterrence support, IRF, and Dynamic Force Employment ISO AFRICOM, CENTCOM, EUCOM, NORTHCOM, INDOPACOM, and SOUTHCOM. Forces include fighters and C2 platforms. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Combat Support Combat Service Support (108 MY (8 Officer, 100 Enlisted), \$12.2M)

Provides Guard and Reserve Agile Combat Support ISO of GFMAP baseline requirements for all Combatant Commanders. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

POTUS FTR (352 MY (17 Officer, 335 Enlisted), \$38.5M)

Provides armed over watch in support of Presidential and Vice-Presidential travel as well as support to National Special Security Events IAW Operation Noble Eagle EXORD. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Rotational GFMAP Support – RPA Enterprise (17 MY (6 Officer, 11 Enlisted), \$2.3M)

Provides CAF assets ISO baseline GFMAP requirements for all Combatant Commanders. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

PED Support (91 MY (9 Officer, 82 Enlisted), \$10.5M)

Provides PED assets ISO baseline GFMAP requirements for all Combatant Commanders. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Targeting Support (63 MY (3 Officer, 60 Enlisted), \$6.9M)

Provides Guard and Reserve Combat Service Support for all Combatant Commanders. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Combat Mission Forces National Mission Teams for Cyberspace Mission Support (140 MY (42 Officer, 98 Enlisted), \$18.9M)

Provides CMF NMT Cyberspace Protection Teams operations supporting Combatant Commanders. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Space Launch Support (10 MY (2 Officer, 8 Enlisted), \$1.2M)

Provides support to NASA Human Space Launch support for specific airframes. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Bomber Task Force (BTF) Support (19 MY (3 Officer, 16 Enlisted), \$2.3M)

Provides B-1, B-2, or B-52 deterrence support for exercises, STRATCOM, and other CCMD taskings. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Fighters - Rotational GFMAP Support (140 MY (21 Officer, 119 Enlisted), \$16.8M)

Provides CAF assets ISO baseline GFMAP requirements for INDOPACOM. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

ACTIVE DUTY STRENGTHS BY MONTHS

Rapid Global Mobility Operations in support of Combat Commanders (25 MY (10 Officer, 15 Enlisted) \$3.7M)

Provides Rapid Global Mobility support for all INDOPACOM. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 days.

Rapid Global Mobility Operations in support of Combat Commanders (50 MY (20 Officer, 30 Enlisted) \$7.3M)

Provides Rapid Global Mobility support for all INDOPACOM. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 days.

Operation Atlantic Resolve Support (38 MY (26 Officer, 12 Enlisted), \$6.7M)

USAFE has gained new mission requirements to support OPERATION ATLANTIC RESOLVE (OAR). Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

12304B: Selective Reserve: Order to Active Duty for Preplanned Missions in Support of CENTCOM (Other COCOM Support)

The National Defense Authorization Act (NDAA) 2012, by order of 10 U.S.C. (SS) 12304b, provides the authority for the Secretary of the Air Force to involuntarily activate members of the Selective Reserves for not more than 365 consecutive days. In FY26, the Air Force plans to utilize 12304b in support of pre-planned missions that support the Declaration of National Emergency (or ordered to active duty other than during war or national emergency) supporting the War on Terror if other involuntary mobilization authority is not available. Identified mission areas are:

Rapid Global Mobility (1,359 MY (437 Officer, 922 Enlisted), \$187.1M)

Rapid Global Mobility provides warfighting support to combatant commanders for inter-theater and intra-theater airlift to include cargo, airdrops, air refueling and Aeromedical Airlift in support of contingency operations. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Combat Air Forces Aviation (1,047 MY (81 Officer, 966 Enlisted), \$117.8M)

Provides direct warfighting support to combatant commanders for Combat, Combat Search, and Rescue/Personnel Recover operations and Aerospace Control and Warning. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Combat Support/Combat Service Support (3,564 MY (303 Officer, 3,261 Enlisted), \$403.8M)

Provides direct support to combatant commanders for combat units; includes security forces, targeting, personnel, civil engineering, transportation, logistics, and medical personnel. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Remotely Piloted Aircraft (RPA) (1,021 MY (336 Officer, 685 Enlisted), \$141.3M)

Provides direct warfighting support to combatant commanders RPA MQ-9 operations. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

PED Support (197 MY (24 Officer, 173 Enlisted), \$23.1M)

Provides direct warfighting support to combatant commanders for PED. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Targeting Support (28 MY (2 Officer, 26 Enlisted), \$3.1M)

Provides direct support to combatant commanders for combat units. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

Special Operation Forces Support (44 MY (13 Officer, 31 Enlisted), \$5.9M)

AFSOC gained ARC units tasked to USSOCOM requirements in the baseline GFMAP. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

**GAINS AND LOSSES BY SOURCE AND TYPE
OFFICERS**

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
Beginning Strength	60,744	60,508	61,451
Gains (By Source):			
Service Academies	974	996	965
ROTC	1,710	1,741	1,738
Health Professions Scholarships	979	1,052	1,052
Officer Training School	629	1,017	1,010
Warrant Officer Programs		63	77
Other	157	157	157
Gain Adjustment			
Total Gains	4,449	5,026	4,999
Losses (By Type):			
Voluntary Separation	2,418	2,022	2,463
Retirement	2,076	1,876	2,096
Total Involuntary	191	185	204
With Pay	91	92	96
Without Pay	100	93	108
VSI/SSB			
TERA			
Reduction in Force	0	0	0
Other	0	0	0
Loss Adjustment			
Total Losses	4,685	4,083	4,763
TOTAL	60,508	61,451	61,687

**GAINS AND LOSSES BY SOURCE AND TYPE
ENLISTED**

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
Beginning Strength	253,904	251,412	252,705
Gains (By Source):			
Non Prior Service Enlistments	27,303	29,866	33,100
Male	21,427	23,958	26,093
Female	5,876	5,908	7,007
Prior Service Enlistments	100	100	400
Reenlistments	36,743	36,127	36,217
Reserves			
Officer Candidate Programs	369	387	388
Other			
Gain Adjustments			
Total Gains	64,515	66,480	70,105
Losses (By Type):			
ETS	12,051	12,854	12,454
Programmed Early Release	171	239	230
VSI/SSB			
TERA			
To Commissioned Officer	629	1,017	1,010
To Warrant Officer		63	77
Reenlistments	36,743	36,127	36,217
Retirement	6,908	6,026	7,028
Attrition	6,806	5,899	6,857
Other	3,699	2,962	3,124
Loss Adjustments			
Total Losses	67,007	65,187	66,997
TOTAL	251,412	252,705	255,813

**GAINS AND LOSSES BY SOURCE AND TYPE
CADETS**

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
Beginning Strength	4,050	4,038	4,079
Gains:	1,131	1,191	1,040
Losses:	1,143	1,150	1,119
Graduates	993	996	965
Attrition	150	154	154
TOTAL	4,038	4,079	4,000

Note: The United States Air Force Academy (USAFA) cadet strength limitation of 4,000 is measured according to Title 10 U.S.C. § 9442 on the last day of the academic year (the day before graduation) not the end of the fiscal year.

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2024 Actual /I			FY 2025 Estimate			FY 2026 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	6,104,245	11,292,559	17,396,804	6,364,145	12,096,685	18,460,830	6,723,566	12,642,437	19,366,003
2. Retired Pay Accruals	1,809,610	3,358,331	5,167,941	1,678,141	3,189,660	4,867,801	1,628,782	3,062,653	4,691,435
3. TSP - Matching Contributions	98,996	202,170	301,166	102,054	212,523	314,577	104,458	231,776	336,234
4. Basic Allowance for Housing	1,735,196	4,801,125	6,536,321	1,800,418	4,956,878	6,757,296	2,064,745	5,306,929	7,371,674
a. With Dependents - Domestic	1,093,277	2,701,108	3,794,385	1,138,067	2,814,603	3,952,670	1,261,480	3,012,377	4,273,857
b. Without Dependents - Domestic	493,121	1,406,708	1,899,829	515,932	1,463,156	1,979,088	594,249	1,533,599	2,127,848
c. Differential - Domestic	11	313	324	11	330	341	12	344	356
d. Partial - Domestic	161	4,427	4,588	170	4,893	5,063	184	5,216	5,400
e. With Dependents - Overseas	91,077	336,179	427,256	89,448	329,462	418,910	129,261	401,506	530,767
f. Without Dependents - Overseas	55,986	345,067	401,053	55,192	336,883	392,075	77,898	346,135	424,033
g. Moving-In Housing	1,563	7,323	8,886	1,598	7,551	9,149	1,661	7,752	9,413
5. Subsistence	239,155	1,612,263	1,851,418	242,459	1,619,122	1,861,581	253,557	1,668,417	1,921,974
a. Basic Allowance for Subsistence	239,155	1,286,592	1,525,747	242,459	1,306,717	1,549,176	253,557	1,348,166	1,601,723
1. Authorized to Mess Separately	239,155	1,383,539	1,622,694	242,459	1,416,363	1,658,822	253,557	1,462,077	1,715,634
2. Rations-In-Kind Not Available	0	32,076	32,076	0	24,375	24,375	0	25,449	25,449
3. Augmentation for Separate Meals	0	0	0	0	0	0	0	0	0
4. Less Collections (Recoupment)	0	(129,023)	(129,023)	0	(134,021)	(134,021)	0	(139,360)	(139,360)
b. Subsistence-In-Kind	0	325,671	325,671	0	312,405	312,405	0	320,251	320,251
1. Subsistence in Messes	0	325,671	325,671	0	324,405	324,405	0	332,251	332,251
2. Operational Rations	0	0	0	0	0	0	0	0	0
3. Augmentation Rations	0	0	0	0	0	0	0	0	0
4. Sub-In-Mess Refunds Receivable	0	0	0	0	(12,000)	(12,000)	0	(12,000)	(12,000)
c. Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0	0	0
6. Incentive - Hazardous Duty - Aviation Career Pay	430,879	63,097	493,976	398,091	70,776	468,867	469,320	52,001	521,321
a. Flying Duty Pay	425,633	46,578	472,211	392,621	54,425	447,046	463,834	35,835	499,669
1. Aviation Incentive Pay	173,365	0	173,365	163,858	0	163,858	165,704	0	165,704
2. Crew Members, Enlisted	0	1,574	1,574	0	1,074	1,074	0	1,261	1,261
3. Noncrew Member	0	0	0	0	463	463	0	653	653
4. Aviator Retention Pay	250,406	0	250,406	227,000	0	227,000	296,660	0	296,660
5. Career Enlisted Flyer Pay	0	0	0	0	0	0	0	0	0
6. Critical Skills Incentive Pay	0	45,004	45,004	0	52,888	52,888	0	33,921	33,921
7. HDIP-Aviation	1,862	0	1,862	1,763	0	1,763	1,470	0	1,470
b. Parachute Jumping Pay	95	572	667	112	576	688	117	576	693
c. Demolition Pay	139	2,936	3,075	139	3,044	3,183	139	3,001	3,140
d. Special Warfare Skill Incentive Pay	4,760	11,478	16,238	4,833	11,211	16,044	4,906	11,070	15,976
e. Other Pays	252	1,533	1,785	386	1,520	1,906	324	1,519	1,843

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2024 Actual /I			FY 2025 Estimate			FY 2026 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays	404,114	431,550	835,664	456,335	406,765	863,100	506,052	522,974	1,029,026
a. Medical Pay	186,008	0	186,008	210,850	0	210,850	225,250	0	225,250
b. Dental Pay	53,078	0	53,078	57,335	0	57,335	58,910	0	58,910
c. Health Professions Officers Pay	40,812	0	40,812	43,044	0	43,044	45,994	0	45,994
d. Nurse Pay	52,117	0	52,117	67,289	0	67,289	71,150	0	71,150
e. Sea and Foreign Duty, Total	0	196	196	0	196	196	0	200	200
1. Sea Duty	0	0	0	0	0	0	0	0	0
2. Overseas Extension Pay	0	196	196	0	196	196	0	200	200
f. Continuation Pay	13,441	7,402	20,843	17,087	7,490	24,577	23,173	9,475	32,648
g. Diving Duty Pay	49	254	303	0	254	254	0	254	254
h. Foreign Language Proficiency Bonus	16,100	31,859	47,959	12,390	36,700	49,090	16,869	35,426	52,295
i. Hostile Fire Pay	3,631	16,109	19,740	2,830	14,999	17,829	2,886	15,082	17,968
j. Responsibility Pay	0	0	0	0	0	0	0	0	0
k. Hardship Duty Pay	2,485	14,653	17,138	2,482	14,796	17,278	2,351	13,790	16,141
l. Judge Advocate Continuation Pay	3,968	0	3,968	3,654	0	3,654	3,654	0	3,654
m. JAG Student Loan Repayment	5,373	0	5,373	5,677	0	5,677	5,980	0	5,980
n. Retention Bonus	19,595	0	19,595	25,975	0	25,975	41,625	0	41,625
o. Reenlistment Bonus	0	170,795	170,795	0	172,448	172,448	0	176,842	176,842
p. Special Duty Assignment Pay	0	91,879	91,879	0	90,894	90,894	0	97,196	97,196
q. Enlistment Bonus	0	66,600	66,600	0	46,600	46,600	0	140,987	140,987
r. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
s. College Loan Repayment Program	0	14,953	14,953	0	6,500	6,500	0	6,500	6,500
t. Assignment Incentive Pay	6,779	16,838	23,617	6,995	15,876	22,871	7,412	27,210	34,622
u. Personal Money Allowance	54	2	56	54	2	56	54	2	56
v. Health Prof. Scholarship Program (HPSP)	619	0	619	668	0	668	739	0	739
w. Pay and Allowance Continuation Pay (PAC)	5	10	15	5	10	15	5	10	15
8. Allowances	91,715	521,037	612,752	69,793	487,733	557,526	80,612	432,507	513,119
a. Uniform or Clothing Allowances	2,811	182,918	185,729	2,951	202,020	204,971	2,960	214,834	217,794
1. Initial Issue	2,153	63,569	65,722	2,295	73,290	75,585	2,292	82,660	84,952
1a Military	1,849	60,125	61,974	1,985	69,738	71,723	1,969	79,013	80,982
1b Civilian	304	3,444	3,748	310	3,552	3,862	323	3,647	3,970
2. Additional	658	0	658	656	0	656	668	0	668
3. Basic Maintenance	0	21,375	21,375	0	23,095	23,095	0	23,712	23,712
4. Standard Maintenance	0	93,728	93,728	0	101,257	101,257	0	103,967	103,967
5. Supplemental	0	4,246	4,246	0	4,378	4,378	0	4,495	4,495
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	81,635	307,719	389,354	59,639	217,316	276,955	70,406	148,308	218,714
1. Cost-of-Living	65,931	250,705	316,636	36,544	135,229	171,773	44,131	55,381	99,512
2. Temporary Lodging	15,704	57,014	72,718	23,095	82,087	105,182	26,275	92,927	119,202
c. Family Separation Allowance	6,335	26,907	33,242	5,784	26,337	32,121	5,784	26,100	31,884
1. On PCS, No Government Quarters	1,653	12,054	13,707	1,650	12,159	13,809	1,683	12,228	13,911
2. On TDY	4,682	14,853	19,535	4,134	14,178	18,312	4,101	13,872	17,973
d. Basic Needs Allowance	2	1,880	1,882	342	39,944	40,286	351	41,103	41,454
e. CONUS Cost of Living Allowance	563	461	1,024	574	474	1,048	597	486	1,083
f. Catastrophical Injured Aid Allowance	369	1,152	1,521	503	1,642	2,145	514	1,676	2,190

SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(Amount in Thousands)

	FY 2024 Actual /1			FY 2025 Estimate			FY 2026 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
9. Separation Payments	38,801	75,903	114,704	49,787	88,839	138,626	40,264	84,929	125,193
a. Terminal Leave Pay	24,380	48,697	73,077	22,278	50,984	73,262	26,768	55,302	82,070
b. Severance Pay, Disability	1,082	17,506	18,588	1,132	18,517	19,649	1,177	20,053	21,230
c. Severance Pay, Non-Promotion	42	0	42	44	0	44	46	0	46
d. Severance Pay, Involuntary Half (5%)	44	1,932	1,976	47	1,822	1,869	49	1,964	2,013
e. Severance Pay, Involuntary Full (10%)	9,172	6,549	15,721	23,283	16,619	39,902	10,607	7,127	17,734
f. VSI Trust Fund	4,081	1,219	5,300	3,003	897	3,900	1,617	483	2,100
g. Vol Separation Pay	0	0	0	0	0	0	0	0	0
h. Career Status Bonus (30k)	0	0	0	0	0	0	0	0	0
i. TERA	0	0	0	0	0	0	0	0	0
10 Social Security Tax Payment	466,432	863,885	1,330,317	486,323	925,396	1,411,719	513,823	967,146	1,480,969
11 Permanent Change of Station Travel	518,473	1,052,250	1,570,723	568,102	1,118,511	1,686,613	692,735	1,358,212	2,050,947
12 Other Military Personnel Costs	74,151	49,631	123,782	79,417	54,150	133,567	88,484	55,145	143,629
a. Apprehension of Deserters	2	24	26	2	24	26	2	24	26
b. USSD (MIA)	834	850	1,684	861	878	1,739	883	901	1,784
c. Death Gratuities	3,100	16,400	19,500	3,200	16,600	19,800	3,300	17,000	20,300
d. Unemployment Compensation	4,005	15,599	19,604	4,815	19,255	24,070	4,926	19,703	24,629
e. Allowance for Family Qtrs and Travel	0	0	0	0	0	0	0	0	0
f. Education Benefits	0	0	0	0	0	0	0	0	0
g. Adoption Reimbursement	166	240	406	168	239	407	168	239	407
h. Mass Transit	4,893	1,394	6,287	5,330	1,520	6,850	5,678	1,622	7,300
i. Partial Dislocation Allowance	2,824	11,299	14,123	2,914	11,656	14,570	3,074	12,297	15,371
j. Extra Hazard Reimb. for SGLI	636	3,707	4,343	781	3,844	4,625	656	3,230	3,886
k. ROTC	36,906	0	36,906	39,397	0	39,397	46,150	0	46,150
l. JROTC	20,764	0	20,764	21,922	0	21,922	23,621	0	23,621
m. T-SGLI	21	118	139	27	134	161	26	129	155
n. Stop Loss 2/	0	0	0	0	0	0	0	0	0
13 Cadets	98,085	0	98,085	101,802	0	101,802	105,204	0	105,204
<u>Military Personnel Appropriation Total</u>	12,109,852	24,323,801	36,433,653	12,396,867	25,227,038	37,623,905	13,271,602	26,385,126	39,656,728
14 Less Reimbursables:	(182,834)	(309,880)	(492,714)	(208,948)	(293,052)	(502,000)	(218,830)	(296,360)	(515,190)
Retired Pay Accrual	(28,849)	(45,862)	(74,711)	(29,888)	(41,654)	(71,542)	(29,020)	(40,509)	(69,529)
Other	(153,985)	(264,018)	(418,003)	(179,060)	(251,398)	(430,458)	(189,810)	(255,851)	(445,661)
MILITARY PERSONNEL									
APPROPRIATION TOTAL-DIRECT	11,927,018	24,013,921	35,940,939	12,187,919	24,933,986	37,121,905	13,052,772	26,088,766	39,141,538

1/ Includes Division A, Title I of the Further Consolidated Appropriations Act, 2024 (P.L. 118-47)

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2025
(Amount in Thousands)

	<u>FY 2025</u>			<u>PENDING SEC. 1421</u>	<u>INTERNAL</u>		<u>PROPOSED DD 1415</u>		<u>LESS (ASSET)/</u>	<u>FY 2025 COLUMN FY</u>
	<u>PRESIDENT'S</u>	<u>CONGRESSIONAL</u>	<u>APPROPRIATION</u>	<u>TRANSFER:</u>	<u>REALIGNMENT/</u>	<u>SUBTOTAL</u>	<u>ACTIONS</u>	<u>SUBTOTAL</u>	<u>SHORTFALL</u>	<u>2026 PRES BUD /1</u>
	<u>BUDGET</u>	<u>ACTIONS</u>		<u>CENTCOM/EUCOM</u>	<u>REPROGRAMMIN</u>					
<u>PAY AND ALLOWANCES OF OFFICERS</u>										
Basic Pay	6,246,664	(4,289)	6,242,376	19,288	0	6,261,664	0	6,261,664	(9,880)	6,251,784
Retired Pay Accrual	1,648,184	(1,352)	1,646,832	3,962	0	1,650,794	0	1,650,794	(2,541)	1,648,253
TSP - Matching Contributions	105,549	(3,495)	102,054	0	0	102,054	0	102,054	0	102,054
Incentive Pay	439,021	(72,361)	366,660	0	0	366,660	0	366,660	23,780	390,440
Special Pay	464,142	(8,599)	455,543	0	0	455,543	0	455,543	(5,681)	449,862
Basic Allowance for Housing	1,980,584	(189,240)	1,791,344	9,368	0	1,800,712	0	1,800,712	(39,168)	1,761,544
Basic Allowance for Subsistence	245,079	(7,496)	237,583	1,422	0	239,005	0	239,005	(991)	238,014
Station Allowances Overseas	94,110	(33,787)	60,323	0	0	60,323	0	60,323	(684)	59,639
CONUS COLA	65	0	65	0	0	65	0	65	507	572
Uniform Allowances	2,779	0	2,779	0	0	2,779	0	2,779	172	2,951
Family Separation Allowances	6,033	0	6,033	0	0	6,033	0	6,033	(249)	5,784
Basic Needs Allowance	342	0	342	0	0	342	0	342	0	342
Catastrophical Injured Aid Allowance	315	0	315	0	0	315	0	315	188	503
Separation Payments	32,707	0	32,707	0	0	32,707	0	32,707	16,421	49,128
Social Security Tax - Employer's Contribution	477,284	(289)	476,995	1,840	0	478,835	0	478,835	(1,107)	477,728
Reimbursables	208,948	0	208,948	0	0	208,948	0	208,948	0	208,948
TOTAL OBLIGATIONS OFFICERS	11,951,806	(320,907)	11,630,899	35,880	0	11,666,779	0	11,666,779	(19,233)	11,647,546
Less Reimbursables	(208,948)	0	(208,948)	0	0	(208,948)	0	(208,948)	0	(208,948)
TOTAL DIRECT OBLIGATIONS OFFICERS	11,742,858	(320,907)	11,421,951	35,880	0	11,457,831	0	11,457,831	(19,233)	11,438,598
<u>PAY AND ALLOWANCES OF ENLISTED</u>										
Basic Pay	11,628,732	276,279	11,905,011	34,510	0	11,939,521	0	11,939,521	568	11,940,089
Retired Pay Accrual	3,067,366	59	3,067,425	7,246	0	3,074,671	0	3,074,671	73,335	3,148,006
TSP - Matching Contributions	182,797	0	182,797	0	0	182,797	0	182,797	29,726	212,523
Incentive Pay	79,405	(9,000)	70,405	0	0	70,405	0	70,405	(683)	69,722
Special Pay	107,897	0	107,897	0	0	107,897	0	107,897	(12,315)	95,582
Special Duty Assignment Pay	91,292	0	91,292	0	0	91,292	0	91,292	(398)	90,894
Reenlistment Bonus	172,448	0	172,448	0	0	172,448	0	172,448	0	172,448
Enlistment Bonus	41,600	0	41,600	0	0	41,600	0	41,600	5,000	46,600
Basic Allowance for Housing	5,082,712	140	5,082,852	10,608	0	5,093,460	0	5,093,460	(204,903)	4,888,557
Station Allowances Overseas	355,210	(93,430)	261,780	0	0	261,780	0	261,780	(44,464)	217,316
CONUS COLA	318	0	318	0	0	318	0	318	131	449
Clothing Allowances	184,759	0	184,759	0	0	184,759	0	184,759	17,261	202,020
Family Separation Allowances	28,566	0	28,566	0	0	28,566	0	28,566	(2,229)	26,337
Basic Needs Allowance	39,944	0	39,944	0	0	39,944	0	39,944	0	39,944
Catastrophical Injured Aid Allowance	434	0	434	0	0	434	0	434	1,208	1,642
Separation Payments	73,208	0	73,208	0	0	73,208	0	73,208	14,567	87,775
Social Security Tax - Employer's Contribution	889,599	21	889,620	1,154	0	890,774	0	890,774	22,642	913,416
Reimbursables	261,935	0	261,935	0	0	261,935	0	261,935	20,000	281,935
TOTAL OBLIGATIONS ENLISTED	22,288,222	174,069	22,462,291	53,518	0	22,515,809	0	22,515,809	(80,554)	22,435,255
Less Reimbursables	(261,935)	0	(261,935)	0	0	(261,935)	0	(261,935)	(20,000)	(281,935)
TOTAL DIRECT OBLIGATIONS ENLISTED	22,026,287	174,069	22,200,356	53,518	0	22,253,874	0	22,253,874	(100,554)	22,153,320
<u>PAY AND ALLOWANCES OF CADETS</u>										
Academy Cadets	101,914	0	101,914	0	0	101,914	0	101,914	(112)	101,802

ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
MILITARY PERSONNEL - AIR FORCE
FY 2025
(Amount in Thousands)

	<u>FY 2025</u>			<u>PENDING SEC. 1421</u>	<u>INTERNAL</u>						
	<u>PRESIDENT'S</u>	<u>CONGRESSIONAL</u>		<u>TRANSFER:</u>	<u>REALIGNMENT/</u>		<u>PROPOSED DD 1415</u>		<u>LESS (ASSET)/</u>	<u>FY 2025 COLUMN FY</u>	
	<u>BUDGET</u>	<u>ACTIONS</u>	<u>APPROPRIATION</u>	<u>CENTCOM/EUCOM</u>	<u>REPROGRAMMIN</u>	<u>SUBTOTAL</u>	<u>ACTIONS</u>	<u>SUBTOTAL</u>	<u>SHORTFALL</u>	<u>2026 PRES BUD /1</u>	
<u>SUBSISTENCE OF ENLISTED PERSONNEL</u>											
Basic Allowance for Subsistence	1,357,056	(51,420)	1,305,636	2,602	0	1,308,238	0	1,308,238	(1,521)	1,306,717	
Subsistence-In-Kind	281,288	0	281,288	0	0	281,288	0	281,288	20,000	301,288	
Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0	0	0	0	
Reimbursables	31,117	0	31,117	0	0	31,117	0	31,117	(20,000)	11,117	
										0	
TOTAL OBLIGATIONS SUBSISTENCE	1,669,461	(51,420)	1,618,041	2,602	0	1,620,643	0	1,620,643	(1,521)	1,619,122	
Less Reimbursables	(31,117)	0	(31,117)	0	0	(31,117)	0	(31,117)	20,000	(11,117)	
TOTAL DIRECT OBLIGATIONS SUBSISTENCE	1,638,344	(51,420)	1,586,924	2,602	0	1,589,526	0	1,589,526	18,479	1,608,005	
<u>PERMANENT CHANGE OF STATION TRAVEL</u>											
Accession Travel	109,572	(7)	109,565	0	0	109,565	0	109,565	36,933	146,498	
Training Travel	87,863	0	87,863	0	0	87,863	0	87,863	2,019	89,882	
Operational Travel	365,458	161	365,619	0	0	365,619	0	365,619	(38,745)	326,874	
Rotational Travel	592,822	69,846	662,668	0	0	662,668	0	662,668	31,755	694,423	
Separation Travel	190,966	0	190,966	0	0	190,966	0	190,966	23,841	214,807	
Travel of Organized Units	28,955	0	28,955	0	0	28,955	0	28,955	9,423	38,378	
Nontemporary Storage	33,285	0	33,285	0	0	33,285	0	33,285	1,577	34,862	
Temporary Lodging Expense	102,111	0	102,111	0	0	102,111	0	102,111	38,778	140,889	
Reimbursables	0	0	0	0	0	0	0	0	0	0	
TOTAL OBLIGATIONS PCS	1,511,032	70,000	1,581,032	0	0	1,581,032	0	1,581,032	105,581	1,686,613	
Less Reimbursables	0	0	0	0	0	0	0	0	0	0	
TOTAL DIRECT OBLIGATIONS PCS	1,511,032	70,000	1,581,032	0	0	1,581,032	0	1,581,032	105,581	1,686,613	
<u>OTHER MILITARY PERSONNEL COSTS</u>											
Apprehension Mil Deserters, Absentees, Prisoners	26	0	26	0	0	26	0	26	0	26	
Interest on Uniformed Svcs Savings	1,739	0	1,739	0	0	1,739	0	1,739	0	1,739	
Death Gratuities	19,800	0	19,800	0	0	19,800	0	19,800	0	19,800	
Unemployment Compensation	24,070	(1,700)	22,370	0	0	22,370	0	22,370	1,700	24,070	
Survivor Benefits	0	0	0	0	0	0	0	0	0	0	
Education Benefits	0	0	0	0	0	0	0	0	0	0	
Adoption Expenses	407	0	407	0	0	407	0	407	0	407	
Mass Transit	6,850	0	6,850	0	0	6,850	0	6,850	0	6,850	
Partial Dislocation Allowance	14,784	0	14,784	0	0	14,784	0	14,784	(214)	14,570	
SROTC	39,621	0	39,621	0	0	39,621	0	39,621	(224)	39,397	
JROTC	21,922	0	21,922	0	0	21,922	0	21,922	0	21,922	
Extra Hazard Reimb. for SGLI	3,585	0	3,585	0	0	3,585	0	3,585	1,040	4,625	
TSGLI	156	0	156	0	0	156	0	156	5	161	
Stop Loss Retroactive Pay	0	0	0	0	0	0	0	0	0	0	
Preventive Health Allow Demonstration Project	0	0	0	0	0	0	0	0	0	0	
TOTAL DIRECT OBLIGATIONS OTHER	132,960	(1,700)	131,260	0	0	131,260	0	131,260	2,307	133,567	
TOTAL DIRECT OBLIGATIONS	37,153,395	(129,958)	37,023,437	92,000	0	37,115,437	0	37,115,437	6,468	37,121,905	

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
FY 2025 DIRECT PROGRAM	11,438,598	22,153,320	101,802	1,608,005	1,686,613	133,567	37,121,905
Move Enlisted Subsistence from BA04 to BA02	0	1,608,005	0	(1,608,005)	0	0	0
Pricing Increase	454,654	968,869	3,166	0	68,663	1,863	1,497,214
Annualization (PI):	108,841	227,205	774	0	1,833	0	338,653
- Annualization 1 Jan 25 raise of 4.5% on Basic Pay	67,257	129,188	719	0	0	0	197,164
- Annualization of raise on RPA	16,750	31,965	0	0	0	0	48,715
- Annualization of raise on TSP	1,079	2,270	0	0	0	0	3,349
- Annualization of raise on FICA	5,292	10,096	55	0	0	0	15,443
- Annualization 1 Jan 25 raise of 4.5% on DLA for PCS moves	0	0	0	0	1,833	0	1,833
- Annualization 1 Jan 25 inflation rate of 1.2% on BAS and SIK	1,494	9,250	0	0	0	0	10,744
- Annualization 1 Jan 25 inflation rate of 4.3% on BAH	16,969	44,436	0	0	0	0	61,404
Pay Raise (PI):	238,937	458,745	2,044	0	4,846	0	704,573
- 1 Jan 26 pay raise of 3.8% effect on Basic Pay	177,817	341,548	1,902	0	0	0	521,267
- 1 Jan 26 pay raise effect on RPA	44,283	84,508	0	0	0	0	128,791
- 1 Jan 26 pay raise effect on TSP	2,851	6,000	0	0	0	0	8,851
- 1 Jan 26 pay raise effect on FICA	13,987	26,688	143	0	0	0	40,818
- 1 Jan 26 pay raise of 3.8% effect on DLA for PCS moves	0	0	0	0	4,846	0	4,846
Inflation Rate (PI):	5,143	54,005	0	0	38,064	0	97,212
- 1 Jan 26 inflation rate of 3.4% effect on BAS and SIK	5,143	31,858	0	0	0	0	37,001
- Increase in SIK Refund Pricing	0	22,147	0	0	0	0	22,147
- Increase in rate for Land (HHG)	0	0	0	0	30,116	0	30,116
- Increase in rate for ITGBL (HHG)	0	0	0	0	7,948	0	7,948
BAH Rates (PI):	52,070	142,468	0	0	0	0	194,539
- Housing Allowance rate 1 Jan 26 increase of 4.2%	49,978	130,879	0	0	0	0	180,858
- Increase in MIHA Pricing	34	159	0	0	0	0	193
- Increase in OHA Pricing	2,058	11,430	0	0	0	0	13,488
Other (PI):	49,662	86,446	347	0	23,920	1,863	162,238
- Increase in TSP Matching Contribution Pricing	127	177	0	0	0	0	304
- Increase in Clothing Pricing	7	4,245	0	0	0	0	4,252
- Increase in Aviator Bonus Pricing	12,324	0	0	0	0	0	12,324
- Increase in COLA Pricing	6,803	34,480	0	0	0	0	41,283
- Increase in COLA due to FCF Rates Pricing	5,669	30,058	0	0	0	0	35,727
- Increase in TLA Pricing	2,873	9,753	0	0	0	0	12,626
- Increase in CONUS COLA Pricing	12	9	0	0	0	0	21
- Increase in Special Pay Pricing	20,016	2,596	0	0	0	0	22,612
- Increase in Cat Injured Aid Allow Pricing	11	34	0	0	0	0	45
- Increase in LSTL Pricing	858	1,975	0	0	0	0	2,833
- Increase in Separation Payments Pricing	962	1,456	0	0	0	0	2,418
- Increase in Selective Reenlistment Bonus Pricing	0	1,663	0	0	0	0	1,663
- Increase in Cadet Subsistence Pricing	0	0	347	0	0	0	347
- Increase in Total Mile-Per Diem Pricing	0	0	0	0	3,628	0	3,628
- Increase in Total AMC Pricing	0	0	0	0	1,455	0	1,455
- Increase in Total Comm Air Pricing	0	0	0	0	628	0	628
- Increase in M Tons MSC Pricing	0	0	0	0	425	0	425
- Increase in S Tons AMC Pricing	0	0	0	0	3,424	0	3,424
- Increase in Trans of POV Pricing	0	0	0	0	4	0	4
- Increase in Temp Lodging Pricing	0	0	0	0	14,356	0	14,356
- Increase in Interest On Savings Pricing	0	0	0	0	0	45	45
- Increase in Unemployment Benefits Pricing	0	0	0	0	0	507	507
- Increase in Partial DLA Pricing	0	0	0	0	0	579	579
- Increase in ROTC Pricing	0	0	0	0	0	229	229
- Increase in JROTC Pricing	0	0	0	0	0	503	503

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
Program Increase	437,628	417,121	236	0	341,429	9,763	1,206,177
Strength (PGI):	346,484	267,315	166	0	235,853	8,539	858,357
- Change in Base Pay Due to average strength	111,422	32,738	154	0	0	0	144,314
- Change in Base Pay Due to Grade Mix	0	32,172	0	0	0	0	32,172
- Change in FICA Due to average strength	8,518	2,501	12	0	0	0	11,031
- Change in FICA Due to Grade Mix	0	2,463	0	0	0	0	2,463
- Change in RPA Due to average strength	26,990	7,932	0	0	0	0	34,922
- Change in RPA Due to Grade Mix	0	7,765	0	0	0	0	7,765
- Increase in TSP Matching Contribution Program	0	10,806	0	0	0	0	10,806
- Increase in BAS Due to average strength Program	4,208	0	0	0	0	0	4,208
- Increase in Clothing Program	18	8,569	0	0	0	0	8,587
- Increase in AVIP Program	1,846	0	0	0	0	0	1,846
- Change in BAH Due to average strength	31,585	13,384	0	0	0	0	44,969
- Change in BAH Due to Grade Mix	161,897	148,985	0	0	0	0	310,882
- Increase in Land Ship Program	0	0	0	0	162,385	0	162,385
- Increase in ITGBL Program	0	0	0	0	42,750	0	42,750
- Increase in Disloc Allow Program	0	0	0	0	30,718	0	30,718
- Increase in ROTC average strength	0	0	0	0	0	7,343	7,343
- Increase in JROTC average strength	0	0	0	0	0	1,196	1,196
Other (PGI):	91,144	149,806	70	0	105,576	1,224	347,820
- Increase in LSTL Program	3,603	2,289	0	0	0	0	5,892
- Increase in Special Pay Program	29,802	19,395	0	0	0	0	49,197
- Increase in FSA Program	33	69	0	0	0	0	102
- Increase in Flying Duty Crew Program	0	187	0	0	0	0	187
- Increase in Flying Duty Non-Crew Program	63	190	0	0	0	0	253
- Increase in Aviator Bonus Program	57,238	0	0	0	0	0	57,238
- Increase in Parachute Jumping Program	5	0	0	0	0	0	5
- Increase in SWSIP Program	73	124	0	0	0	0	197
- Increase in TLA Program	307	1,087	0	0	0	0	1,394
- Increase in CONUS COLA Program	11	2	0	0	0	0	13
- Increase in Basic Needs Allowance Program	9	1,159	0	0	0	0	1,168
- Increase in Separation Payments Program	0	870	0	0	0	0	870
- Increase in Selective Reenlistment Bonus Program	0	2,731	0	0	0	0	2,731
- Increase in Enlisted Bonus Program	0	115,751	0	0	0	0	115,751
- Increase in Cadet Subsistence Program	0	0	70	0	0	0	70
- Increase in Subsistence - BAS Enlisted Program	0	5,680	0	0	0	0	5,680
- Increase in SIK Refunds Receivable Program	0	272	0	0	0	0	272
- Increase in Total Mile-Per Diem Program	0	0	0	0	31,199	0	31,199
- Increase in Total AMC Program	0	0	0	0	12,700	0	12,700
- Increase in Total Comm Air Program	0	0	0	0	5,403	0	5,403
- Increase in M Tons MSC Program	0	0	0	0	2,276	0	2,276
- Increase in S Tons AMC Program	0	0	0	0	18,471	0	18,471
- Increase in Trans of POV Program	0	0	0	0	36	0	36
- Increase in NonTemp Storage Program	0	0	0	0	6,510	0	6,510
- Increase in Temp Lodging Program	0	0	0	0	28,546	0	28,546
- Increase in POV Contracts	0	0	0	0	435	0	435
- Increase in Total Death Gratuities Program	0	0	0	0	0	500	500
- Increase in Unemployment Benefits Program	0	0	0	0	0	52	52
- Increase in Mass Transportation Program	0	0	0	0	0	450	450
- Increase in Partial DLA Program	0	0	0	0	0	222	222
Total Increases	892,282	2,993,995	3,402	0	410,092	11,626	2,703,391

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
Pricing Decrease	(138,322)	(288,967)	0	0	(9)	(736)	(428,034)
Annualization (PI):	0	(1,025)	0	0	0	0	(1,025)
- Annualization 1 Jan 25 inflation rate of 1.2% on BAS and SIK Collections	0	(1,025)	0	0	0	0	(1,025)
Inflation Rate (PD):	0	(3,532)	0	0	(4)	0	(3,536)
- 1 Jan 26 inflation rate of 3.4% effect on BAS and SIK Collections	0	(3,532)	0	0	0	0	(3,532)
- Decrease in rate for Land (HHG)	0	0	0	0	(2)	0	(2)
- Decrease in rate for ITGBL (HHG)	0	0	0	0	(2)	0	(2)
BAH Rates (PI):	(725)	(3,791)	0	0	0	0	(4,516)
- Decrease in OHA due to FCF Rates Pricing	(725)	(3,791)	0	0	0	0	(4,516)
Other (PD):	(137,597)	(280,619)	0	0	(5)	(736)	(418,957)
- Decrease in RPA Pricing	(135,510)	(258,032)	0	0	0	0	(393,542)
- Decrease in FICA Pricing	(503)	(771)	0	0	0	0	(1,274)
- Decrease in AVIP Pricing	(71)	0	0	0	0	0	(71)
- Decrease in Flying Duty Crew Pricing	(1)	(6)	0	0	0	0	(7)
- Decrease in Other Incentive Pay Pricing	(5)	(19)	0	0	0	0	(24)
- Decrease in Special Pay Pricing	(121)	(13)	0	0	0	0	(134)
- Decrease in Separation Payments Pricing	(1,386)	(414)	0	0	0	0	(1,800)
- Decrease in Enlisted Bonus Pricing	0	(21,364)	0	0	0	0	(21,364)
- Decrease in Total Mile-Per Diem Pricing	0	0	0	0	(2)	0	(2)
- Decrease in Total AMC Pricing	0	0	0	0	(1)	0	(1)
- Decrease in S Tons AMC Pricing	0	0	0	0	(2)	0	(2)
- Decrease in SGLI Pricing	0	0	0	0	0	(603)	(603)
- Decrease in ROTC Pricing	0	0	0	0	0	(133)	(133)
Program Decrease	(26,209)	(182,938)	0	0	(45,749)	(828)	(255,724)
Strength (PGD):	(7,145)	0	0	0	(144)	(686)	(7,975)
- Change in Base Pay Due to Grade Mix	(4,137)	0	0	0	0	0	(4,137)
- Change in FICA Due to Grade Mix	(335)	0	0	0	0	0	(335)
- Change in RPA Due to Grade Mix	(1,004)	0	0	0	0	0	(1,004)
- Decrease in TSP Matching Contribution Program	(1,653)	0	0	0	0	0	(1,653)
- Decrease in Clothing Program	(16)	0	0	0	0	0	(16)
- Decrease in Land Ship Program	0	0	0	0	(100)	0	(100)
- Decrease in ITGBL Program	0	0	0	0	(22)	0	(22)
- Decrease in Disloc Allow Program	0	0	0	0	(22)	0	(22)
- Decrease in ROTC average strength	0	0	0	0	0	(686)	(686)
Other (PGD):	(19,064)	(182,938)	0	0	(45,605)	(142)	(247,749)
- Decrease in CONUS COLA and TLE funding will be offset by funding sourced from the Reconciliation Bill (H.R.1) upon enactment	0	(115,598)	0	0	(43,529)	0	(159,127)
- Decrease in Special Pay Program	(131)	(4,579)	0	0	0	0	(4,710)
- Decrease in FSA Program	(33)	(306)	0	0	0	0	(339)
- Decrease in Flying Duty Crew Program	(169)	0	0	0	0	0	(169)
- Decrease in Non-Fly Crew Member Program	(183)	0	0	0	0	0	(183)
- Decrease in CSIP Program	0	(18,967)	0	0	0	0	(18,967)
- Decrease in SWSIP Program	0	(265)	0	0	0	0	(265)
- Decrease in Other Incentive Pay Program	(62)	(44)	0	0	0	0	(106)
- Decrease in COLA Program	(4,885)	(28,788)	0	0	0	0	(33,673)
- Decrease in Separation Payments Program	(13,601)	(10,153)	0	0	0	0	(23,754)
- Decrease in Subsistence - BAS Enlisted Program	0	(782)	0	0	0	0	(782)
- Decrease in SIK Refunds Receivable Program	0	(3,456)	0	0	0	0	(3,456)
- Decrease in Total Mile-Per Diem Program	0	0	0	0	(57)	0	(57)
- Decrease in Total AMC Program	0	0	0	0	(20)	0	(20)
- Decrease in Total Comm Air Program	0	0	0	0	(7)	0	(7)
- Decrease in M Tons MSC Program	0	0	0	0	(2)	0	(2)
- Decrease in S Tons AMC Program	0	0	0	0	(10)	0	(10)
- Decrease in Temp Lodging Program	0	0	0	0	(12)	0	(12)
- Decrease in Defense Personnel Property System (DPS)	0	0	0	0	(1,968)	0	(1,968)
- Decrease in SGLI Program	0	0	0	0	0	(142)	(142)
Total Decreases	(164,531)	(471,905)	0	(1,608,005)	(45,758)	(1,564)	(683,758)
FY 2026 DIRECT PROGRAM	12,166,349	24,675,410	105,204	0	2,050,947	143,629	39,141,538

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SECTION 4
DETAIL OF MILITARY
PERSONNEL ENTITLEMENTS

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**PAY AND ALLOWANCES
OF OFFICERS**

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

	<u>Amount</u>
FY 2025 DIRECT PROGRAM	11,438,598
Pricing Increase	454,654
Annualization (PI):	108,841
Annualization 1 Jan 25 raise of 4.5% on Basic Pay	67,257
Annualization of raise on RPA	16,750
Annualization of raise on FICA	5,292
Annualization of raise on TSP	1,079
Annualization 1 Jan 25 inflation rate of 1.2% on BAS	1,494
Annualization 1 Jan 25 inflation rate of 4.3% on BAH	16,969
Pay Raise (PI):	238,937
1 Jan 26 pay raise of 3.8% effect on Basic Pay	177,817
1 Jan 26 pay raise effect on RPA	44,283
1 Jan 26 pay raise effect on FICA	13,987
1 Jan 26 pay raise effect on TSP	2,851
Inflation Rate (PI):	5,143
1 Jan 26 inflation rate of 3.4% effect on BAS	5,143
BAH Rates (PI):	52,070
1 Jan 26 inflation rate of 4.2% effect on BAH	49,978
1 Jan 26 inflation rate of 2.1% effect on MIHA	34
1 Jan 26 inflation rate of 2.1% effect on OHA	2,058
Other (PI):	49,662
Increase in TSP Matching Contribution Payments	127
Increase in Aviator Bonus Payments	12,324
Increase in Special Pay Payments	20,016
Increase in COLA Payments	6,803
Increase in COLA due to FCF Rates	5,669
Increase in TLA Payments	2,873
Increase in CONUS COLA Payments	12
Increase in Clothing Payments	7
Increase in Cat Injured Aid Allow Payments	11
Increase in LSTL Payments	858
Increase in Separation Payments	962

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

		<u>Amount</u>
Program Increase		437,628
Strength (PGI):	346,484	
Increase in recipients for Base Pay Due to average strength	111,422	
Increase in recipients for FICA Due to average strength	8,518	
Increase in recipients for RPA Due to average strength	26,990	
Increase in recipients for BAS Due to average strength	4,208	
Increase in recipients for Clothing	18	
Increase in recipients for AVIP	1,846	
Increase in recipients Housing Allowance	31,585	
Change in BAH Due to Grade Mix	161,897	
Other (PGI):	91,144	
Increase in Flying Duty Non-Crew Program	63	
Increase in Aviator Bonus Program	57,238	
Increase in Parachute Jumping Program	5	
Increase in SWSIP Program	73	
Increase in Special Pay Program	29,802	
Increase in TLA Program	307	
Increase in CONUS COLA Program	11	
Increase in Basic Needs Allowance Program	9	
Increase in FSA Program	33	
Increase in LSTL Program	3,603	
Total Increases		892,282

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

	<u>Amount</u>
Pricing Decrease	(138,322)
BAH Rates (PI):	(725)
Decrease in OHA due to FCF Rates	(725)
Other (PI):	(137,597)
Decrease in RPA Payments	(135,510)
Decrease in FICA Payments	(503)
Decrease in AVIP Payments	(71)
Decrease in Flying Duty Crew Payments	(1)
Decrease in Other Incentive Pay Payments	(5)
Decrease in Special Pay Payments	(121)
Decrease in Separation Payments	(1,386)
Program Decrease	(26,209)
Strength (PGD):	(7,145)
Change in Base Pay Due to Grade Mix	(4,137)
Change in FICA Due to Grade Mix	(335)
Change in RPA Due to Grade Mix	(1,004)
Decrease in recipients for TSP Matching Contribution	(1,653)
Decrease in recipients for Clothing	(16)
Other (PGD):	(19,064)
Decrease in Flying Duty Crew Program	(169)
Decrease in Non-Fly Crew Member Program	(183)
Decrease in Other Incentive Pay Program	(62)
Decrease in Special Pay Program	(131)
Decrease in COLA Program	(4,885)
Decrease in FSA Program	(33)
Decrease in Separation Payments	(13,601)
Total Decreases	(164,531)
FY 2026 DIRECT PROGRAM	12,166,349

(Amount in Thousands)

PROJECT: BASIC PAY - OFFICERS

FY 2026 Estimate 6,723,566
FY 2025 Estimate 6,364,145
FY 2024 Actual 6,104,245

PART I - PURPOSE AND SCOPE

Funds provide basic compensation for commissioned officers of the Regular Forces and officers of the Reserve Components on extended active duty according to grade and length of service under the provisions of Title 37 U.S.C., § 201, 203 and 205.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include a Basic Pay (BP) increase of 5.20% in 2024, and 4.50% in 2025, and 3.80% in 2026 effective January 1 each year. The annualized pay raise is 4.675% for FY 2025 and 3.975% for FY 2026. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2024 beginning strength was 60,744 and end strength was 60,508 using 63,074 workyears.

FY 2025 beginning strength was 60,508 and end strength is projected to be 61,451 using 63,174 workyears.

FY 2026 beginning strength will be 61,451 and end strength is projected to be 61,687 using 64,240 workyears.

There is a +\$359.4 million increase in the total Basic Pay requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization 1 Jan 25 raise of 4.5% on Basic Pay: +\$67.3 million
- (2) Pricing Increase due to 1 Jan 26 pay raise of 3.8% effect on Basic Pay: +\$177.8 million
- (3) Program Increase due to average strength increase of 1,066 from 63,174 to 64,240: +\$111.4 million
- (4) Program Decrease due to changes in grade structure: -\$4.1 million
- (5) Increase due to Change in Reimbursables: +\$7.1 million

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	13	217,342	2,825	12	224,345	2,692	11	225,700	2,483
Lt General	41	217,200	8,905	42	224,345	9,423	46	225,700	10,382
Major General	79	212,645	16,798	75	222,586	16,694	78	225,700	17,605
Brig General	115	183,696	21,125	115	192,284	22,113	122	199,927	24,391
Colonel	3,289	161,034	529,641	3,277	168,165	551,078	3,336	174,850	583,299
Lt Colonel	9,892	129,351	1,279,536	9,920	135,051	1,339,709	10,047	140,420	1,410,796
Major	14,212	108,784	1,546,033	13,993	113,557	1,588,999	14,474	118,071	1,708,954
Captain	21,528	87,448	1,882,591	21,405	91,340	1,955,132	21,254	94,971	2,018,508
1st Lieutenant	7,088	67,955	481,663	7,221	70,960	512,402	7,359	73,781	542,951
2nd Lieutenant	6,817	49,161	335,128	7,079	51,344	363,464	7,376	53,385	393,767
Chief Warrant Officer 5	0	0	0	0	137,033	0	0	142,480	0
Chief Warrant Officer 4	0	0	0	0	114,898	0	0	119,465	0
Chief Warrant Officer 3	0	0	0	0	95,379	0	6	99,170	595
Chief Warrant Officer 2	0	0	0	19	76,010	1,444	95	79,031	7,508
Warrant Officer 1	0	0	0	16	62,167	995	36	64,638	2,327
TOTAL BASIC PAY	63,074		6,104,245	63,174		6,364,145	64,240		6,723,566

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - OFFICERS

FY 2026 Estimate 1,628,782
FY 2025 Estimate 1,678,142
FY 2024 Actual 1,809,610

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C., § 1466. The Department of Defense (DoD) Office of Actuary met on July 24, 2024 and established normal cost percentages (NCPs) for Fiscal Year 2026 through Fiscal Year 2030. In accordance with the Fiscal 2016 National Defense Authorization Act (NDAA), P.L. 114-92, Military Departments must properly fund the accounts associated with the enacted blended retirement system (BRS) effective January 1, 2018.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) The total amount of Basic Pay (BP) expected to be paid during the fiscal year to service members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Military Retirement Fund Board of Actuaries. The full-time RPA is 30.0% for FY 2024, 26.6% for FY 2025, and 24.3% for FY 2026. The part-time RPA is 23.1% for FY 2024, 21.5% for FY 2025, and 22.6% for FY 2026.

There is a -\$49.4 million decrease in the total RPA requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization of raise on RPA: +\$16.8 million
- (2) Pricing Increase due to 1 Jan 26 pay raise effect on RPA: +\$44.3 million
- (3) Program Increase due to average strength increase of 1,066 from 63,174 to 64,240: +\$27.0 million
- (4) Pricing Decrease due to Reduction in Normal Cost Percentage (NCP) AC full-time rates: -\$135.5 million
- (5) Program Decrease due to changes in grade structure: -\$1.0 million
- (6) Decrease due to Change in Reimbursables: -\$0.9 million

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	60,288	28,845	1,738,998	60,435	26,741	1,616,086	61,525	25,384	1,561,723
Reserve Component									
Retired Pay Accrual - Part Time	2,786	25,345	70,612	2,739	22,656	62,056	2,715	24,699	67,059
Total Retired Pay Accrual	63,074	28,690	1,809,610	63,174	26,564	1,678,142	64,240	25,355	1,628,782

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

FY 2026 Estimate 104,458
FY 2025 Estimate 102,054
FY 2024 Actual 98,996

PART I - PURPOSE AND SCOPE

The Fiscal 2016 National Defense Authorization Act (NDAA), Public Law 114-92, § 632(2), authorized the Secretary concerned to make contributions to the Thrift Savings Fund, in accordance with Title 5 U.S.C. § 8432 for the benefit of the member who falls under the new modernized retirement system, known as the Blended Retirement System (BRS). The Thrift Savings Fund is one aspect of the BRS. Automatic contributions of one (1) 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 to participate in the BRS. Once the member either reaches two years and one day after first entering uniformed service, or elects BRS the Service will provide matching contributions of no more than five (5) percent of the member's BP. The matching will continue until the member completes 26 years of service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount the Service contributes is based on the percentage of Base Pay (BP) the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching Thrift Savings Plan (TSP) contributions payments in Fiscal Year 2018 pursuant to the January 1, 2018 effective date of the Blended Retirement System (BRS).

There is a +\$2.4 million increase in the total TSP requirement between FY 2025 and FY 2026. This change in requirement is based on basic pay raise along with increased participation assumptions as more personnel enter the blended retirement system (BRS) program in early implementation years.

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Thrift Savings Plan (TSP) - Matching Contributions			98,996			102,054			104,458

PROJECT: INCENTIVE PAY - OFFICERS

FY 2026 Estimate	469,320
FY 2025 Estimate	398,091
FY 2024 Actual	430,879

PART I - PURPOSE AND SCOPE

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

The Fiscal 2023 National Defense Authorization Act (NDAA), Public Law No. 117-54, § 601 extends certain expiring bonus and special pay authorities as outlined under provisions of Title 37 U.S.C., § 351, § 334, § 351 and § 353 for one year, as follows:

- 1) Aviation Incentive Pay AvIP (formerly Aviator Pay) - Entitlement paid to regular and reserve commissioned officers who hold or are in training leading to an aeronautical rating or designation and who engage and remain in aviation service on a career basis. Per Title 37 U.S.C., § 334, the Air Force monthly AvIP rates are calculated based upon years of aviation service established by the Aviation Service Date and paid in fixed monthly amount not to exceed \$1500 per the Fiscal 2023 National Defense Authorization Act (NDAA). The year groups, as well as compensation, were changed to assist the service in the retention of aviators.
- 2) Hazardous Duty Incentive Pay (HDIP) - Aviation - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crew Airmen in fixed monthly amounts not to exceed \$250 and non-crew Airmen in fixed monthly amounts not to exceed \$150 only when performing such duties, as authorized by Title 37 U.S.C. § 351.
- 3) Aviator Bonus AvB, (formerly Aviation Retention Pay ARP) - Financial incentive to compliment non-monetary initiatives to improve rated commissioned officer retention. Title 37 U.S.C. § 334 Special Aviation Incentive Pay and Bonus Authorities for Officers originally authorized payments and the Fiscal 2023 NDAA, Public Law No. 117-54, § 602 increased the maximum to \$50,000. The Fiscal 2023 NDAA, Public Law No. 117-54, § 604, also established the RegAF Rated Officer Retention Demonstration Program that would establish a demonstration program to assess and improve retention of certain rated officers serving on active duty in the Air Force. Members that sign under the Demonstration Program will receive monetary bonus payments as soon as they are under a contract and then serve their Active-Duty Service Commitment (ADSC) after the original undergraduate flying training (UFT) ADSC expires. The Fiscal 2023 NDAA, Public Law No. 117-54, Rated Officer Retention Demonstration Program expires on 31 December 2028.
- 4) Parachute Jumping - Incentive pay for hazardous duty to encourage commissioned officers to enter and remain on, duty involving parachute jumping from an aircraft in aerial flight as authorized by Title 37 U.S.C. § 351. Service members who perform this duty are entitled to pay at the monthly rate of \$150. Service members who perform duty involving parachute jumping at a high altitude with a low opening (HALO) as an essential part of duty are entitled to pay at the monthly rate of \$225. Rates specified in DOD 7000.14R Financial Management Regulation (FMR) Volume 7A, Chapter 24, Paragraph 3.3.
- 5) Demolition - Explosive demolition as a primary duty including training for such duty. Paid to service members who demolish (with the use of explosives) underwater objects, obstacles, or explosives, or who recover and render harmless, by disarming or demolition, explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions in Title 37 U.S.C. § 351 and DOD 7000.14R Financial Management Regulation (FMR) Volume 7A, Chapter 24, Paragraph 5.2 at a monthly rate of \$150.
- 6) Special Warfare Skill Incentive Pay (SWSIP)– A monthly skill incentive pay to commissioned officers qualified and serving as Department of the Air Force Special Warfare (AFSPECWAR) Airmen, as defined in Air Force Policy Directive 10-35, dated February 1, 2017, as authorized by Title 37 U.S.C. § 353 and paid under specified conditions in accordance with DoD 7000.14-R FMR Volume 7A, Chapter 24, paragraph 15. Commissioned officers serving as AFSPECWAR Airmen conduct global access and direct engagement operations throughout ground domains that are often contested, denied, operationally limited, or occasionally permissive environments experiencing severe catastrophic or environmental conditions/disturbances. Commissioned officers serving as AFSPECWAR Airmen encompass the following critical Air Force Specialty Codes (AFSC): Special Tactics Officer (19ZXA; formerly 13DX), Tactical Air Control Party Officer (19ZXB; formerly 13LX, Air Liaison Officer and 15W, Special Operations Weather Officer), and Combat Rescue Officer (19ZXC; formerly 13CX). Incentive pays range from \$150 to \$1,000 monthly depending on years of service. NOTE: Commissioned officers serving as AFSPECWAR Airmen receiving this entitlement that originally had received Parachute Jumping and Demolition incentive pays or diving special pay, no longer receive those latter entitlements separately; the SWSIP rate is instead adjusted based on their eligibility. This continues pay entitlements to encourage early reporting of medical conditions or acceptance of special duty outside the career field when the identified actions might result in a loss of pay and/or become a disincentive to the career field and affect retention. This is not a dual entitlement. For example, the service member is authorized pay under Special Warfare Skill Incentive Pay (SWSIP) (temporarily outside the career field or medically disqualified) or Parachute Jumping (fully qualified), but not both. The rate of pay is the same.
- 7) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, or (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$150 in accordance with DoD 7000.14-R Financial Management Regulation Volume (FMR) Volume 7A, Chapter 24, Paragraph 6.2 and Title 37 U.S.C. § 351.
- 8) Chemical Munitions - Duties in which service members handle chemical munitions or components of such munitions. Paid at a monthly flat rate of \$150 as authorized by Title 37 U.S.C § 351(a)(10) and DoD 7000.14-R FMR Volume 7A, Chapter 24, Paragraph 10.3.
- 9) Toxic Fuel Handlers - Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly flat rate of \$150 as authorized by Title 37 U.S.C § 351(a)(10) and DoD 7000.14-R FMR Volume 7A, Chapter 24, Paragraph 7.3.

(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

PART II - JUSTIFICATION OF FUNDS REQUESTED

The incentive pay budget estimate is based on the projected average number of officers eligible for each type of incentive pay and the statutory rate.

There is a +\$71.2 million increase in the total Incentive Pay requirement between FY 2025 and FY 2026. Change is primarily due to a increase in overall Officer Incentive Pay recipients.

Detailed cost computations are provided by the following table:

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Aviation Incentive Pay</u>									
Years Aviation Service / Grade									
Less than 2	2,908	1,800	5,234	2,863	1,800	5,153	2,905	1,800	5,229
Over 2	6,753	3,000	20,259	6,406	3,000	19,218	6,467	3,000	19,401
Over 6	7,718	8,400	64,832	7,215	8,400	60,606	7,297	8,400	61,295
Over 12	6,457	12,000	77,484	6,116	12,000	73,392	6,186	12,000	74,232
Over 22	509	8,400	4,276	505	8,400	4,242	508	8,400	4,267
Over 24	237	5,400	1,280	231	5,400	1,247	237	5,400	1,280
Subtotal Flying Duty Crew	24,582		173,365	23,336		163,858	23,600		165,704
<u>HDIP-AVIATION</u>									
Flying Duty Crew	395	2,160	853	366	2,160	791	288	2,160	622
Flying Duty Non-Crew	55	1,800	99	55	1,800	99	90	1,800	162
Flying Duty Non-Rated	395	2,304	910	366	2,385	873	288	2,382	686
Subtotal HDIP-Aviation	845		1,862	787		1,763	666		1,470
<u>Aviator Bonus</u>									
Pilots	8,890	28,167	250,406	8,324	27,271	227,000	10,314	28,763	296,660
Subtotal Aviator Bonus	8,890		250,406	8,324		227,000	10,314		296,660
Subtotal Flying Duty Pay			425,633			392,621			463,834
<u>Parachute Jumping</u>									
	53	1,800	95	62	1,800	112	65	1,800	117
<u>Parachute HALO</u>									
	34	2,700	92	84	2,700	227	61	2,700	165
<u>Demolition Duty</u>									
	77	1,800	139	77	1,800	139	77	1,800	139
<u>Special Warfare Skill Incentive Pay</u>									
SWSIP Combat Rescue	146	7,342	1,072	150	7,340	1,101	154	7,344	1,131
SWSIP Special Tactic	340	7,347	2,498	342	7,348	2,513	344	7,346	2,527
SWSIP Tactical Air Control Party	162	7,346	1,190	166	7,343	1,219	170	7,341	1,248
Subtotal SWSIP	648		4,760	658		4,833	668		4,906
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	10	1,800	18	10	1,800	18	10	1,800	18
Chemical Munitions Handler	2	1,800	4	2	1,800	4	2	1,800	4
Pressure Chamber Observer	62	1,800	112	62	1,800	112	62	1,800	112
Thermal Stress Experiments	1	1,800	2	1	1,800	2	1	1,800	2
Toxic Fuel Handler	13	1,800	24	13	1,800	23	13	1,800	23
Subtotal Other Incentive Duty Pay	88		160	88		159	88		159
TOTAL INCENTIVE PAY			430,879			398,091			469,320

(Amount in Thousands)

PROJECT: AVIATION BONUS - BUSINESS CASE ANALYSIS

PART I - PURPOSE AND SCOPE

The 2017 Fiscal Year National Defense Authorization Act (NDAA), Public Law 114-328, § 616, 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 U.S.C. § 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 Service requirements and increased demand. The Fiscal Year 2023 NDAA, Public Law No. 117-54, § 602 increases the maximum amounts of certain bonus and special pay authorities for enlisted members, nuclear officers, aviation officers, and members with certain specialized skills. Additionally, the Fiscal Year 2023 NDAA authorized the Rated Officer Retention Demonstration Program which provides additional options within the aviation bonus structure. This new program has been integrated into the existing aviation bonus program and is tiered to incentivize aviators to enter into bonus contracts earlier and for longer service commitments. Finally, the Rated Officer Retention Demonstration Program also offers a non-monetary incentive in the form of an assignment of preference. The addition of this new program significantly increases the number of eligible aviators as it provides eligibility for three year groups of aviators versus one.

Aircraft Personnel Manning Levels

Aircraft Type Category	FY 2024	FY 2025	FY 2026
Fighter	80.4%	81.9%	79.7%
Bomber	90.3%	92.0%	88.9%
Mobility	103.9%	105.2%	105.4%
Special Ops	90.0%	97.3%	93.1%
C2ISR	116.3%	116.4%	116.4%
Rescue	97.5%	102.3%	97.9%
RPA	106.0%	107.9%	115.3%
CSO	96.4%	98.7%	96.8%
ABM	90.3%	87.5%	89.0%
Total	95.90%	97.80%	97.20%

** The Command and Control, Intelligence, Surveillance, and Reconnaissance (C2ISR) community, while overmanned, suffers from a shortage of experienced aviators while being overmanned in less experienced aviators. Therefore, the Air Force must target these experienced C2ISR pilots for retention until sufficient numbers of more junior aviators reach a sufficient level of experience. These less experienced pilots can also be used to cover Air Education and Training Command (AETC) instructor positions. While individual manning numbers for each community are an important metric, the overall pilot manning level must be considered as a certain number of pilot billets are interchangeable. As the chart indicates, overall manning drops substantially year-over-year.*

The Air Force is increasing transparency in assignment and other personnel processes; implementing family support programs to improve quality of life; revitalizing squadrons by reducing additional duties, eliminating lower priority computer-based training, and increasing administrative support to improve quality of service; increasing capacity of aircrew training pipelines; and allowing retirees to return to duty to minimize the impact of manning shortages.

Aircraft Type Category	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Fighter	963	32,812	31,598	968	27,528	26,647	1,097	33,781	37,058
Bomber	615	25,725	15,821	645	23,098	14,898	697	26,769	18,658
Mobility	1,606	32,354	51,960	1,583	27,876	44,128	1,841	33,564	61,791
Special Ops	1,048	27,426	28,742	1,077	24,827	26,739	1,122	28,478	31,952
C2ISR	958	26,110	25,013	973	22,522	21,914	1,101	26,511	29,189
Rescue	453	32,141	14,560	456	29,248	13,337	465	33,120	15,401
RPA	939	26,460	24,846	974	26,138	25,458	1,215	26,011	31,603
CSO	1,358	16,849	22,881	1,393	17,291	24,087	1,559	17,754	27,678
ABM	240	22,004	5,281	260	23,142	6,017	314	23,838	7,485
Rated Officer Retention Demonstration Program	710	41,837	29,704	612	38,848	23,775	903	39,695	35,845
Total	8,890	28,167	250,406	8,941	25,389	227,000	10,314	28,763	296,660

MILITARY PERSONNEL, ACTIVE FORCES
AVIATOR BONUS
(Amount in Thousands)

Officer Aviator Bonus

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY23 & Prior)	6,833	163,010	6,196	144,791	5,069	118,542
Accelerated Payments						
Prior Year FY 2024						
Initial Payments	2,057	87,396				
Anniversary Payments			1,622	50,170	1,622	49,806
Current Year FY 2025						
Initial Payments			1,123	32,039		
Anniversary Payments					1,791	53,799
Budget FY 2026						
Initial Payments					1,832	74,513
Anniversary Payments						
Total						
Initial Payments	2,057	87,396	1,123	32,039	1,832	74,513
Anniversary Payments	6,833	163,010	7,818	194,961	8,482	222,147
Total	8,890	250,406	8,941	227,000	10,314	296,660

PROJECT: SPECIAL PAY - OFFICERS

FY 2026 Estimate 506,052

FY 2025 Estimate 456,335

FY 2024 Actual 404,114

PART I - PURPOSE AND SCOPE

Funds provide for:

- (1) Special pay for Health Professionals on active duty is authorized under Title 37 U.S.C., § 353 and policies of the Office of the Assistant Secretary of Defense for Health Affairs (HA) and the Undersecretary of Defense. Implementation of Title 37 U.S.C § 335, allows Accession Bonus (Consolidated Special Pay – CSP); Retention Bonus; Incentive Pay, and Board-Certified Pay for other health professions to include professions not previously authorized: all dentists, nurses, physician assistants, clinical psychologists, clinical social workers, and AF public health officers. Based upon the 30 December 2015 publishing of Department of Defense Instruction 6000.13, Accession and Retention Policies, Programs, and Incentives for Military Health Professions Officers (HPOs), all remaining dentists and nurses transitioned to the four (4) new pay categories in Fiscal Year (FY) 2017, and the physicians and remaining Biomedical Science Corps (BSC) health professions comprised of commissioned officers transitioned in Fiscal Year (FY) 2018. The Fiscal Year 2023 National Defense Authorization Act (NDAA), Public Law No. 117-54, § 601 extended certain expiring bonus and special pay authorities to December 31, 2023.

(a) Physician Pay: Consolidated Special Pays -

- i. Incentive Pay - Medical - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to commissioned officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$100,000 annually. Incentive Pay rates are set by Health Affairs.
- ii. Retention Bonus - Medical - Financial incentive to retain enough qualified medical professionals to meet services health care requirements. Paid as an annual bonus not to exceed \$150,000. Retention Bonus rates are set by Health Affairs across all services and vary by number of years the contract is written.
- iii. Board Certification Pay - Medical - Monthly payment paid to physicians who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay is set by Health Affairs at \$8,000 in accordance with Title 37 U.S.C. § 302(a)(5).
- iv. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Medical - A single lump sum or 4-installment payments of an accession bonus not to exceed \$600,000 to fully qualified physicians in specialties designated by Health Affairs as a critically short wartime specialty. The new accessions must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.

(b) Dentist Pay: Consolidation of Special Pay -

- i. Accession Bonus - Dental - A person who is a graduate of an accredited dental school and who, during the period beginning on September 23, 1996, and ending on December 31, 2018, executes a written agreement to accept a commission as an officer of the armed forces and remain on active duty for a period of not less than four years may, upon the acceptance of the agreement by the Secretary concerned, be paid an accession bonus in an amount determined by the Secretary concerned. The amount of an accession bonus may not exceed \$200,000.
- ii. Incentive Pay - Dental - Financial incentive to address retention difficulties and shortages by closing the civilian - military pay gap. Paid to commissioned officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$100,000 annually. Current rates range from \$20,000 to \$75,000. See DoD 7000.14-R Financial Management Regulation Volume 7a, Chapter 5.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- iii. Retention Bonus - Dental - Financial incentive to retain enough qualified dental professionals to meet services health care requirements. Paid as an annual bonus. Current rates range from \$13,000 to \$115,000. Retention Bonus rates are set by Health Affairs across all services and vary by number of years the contract is written.
 - iv. Board Certification Pay - Dental - Monthly incentive paid to dental professionals who become certified or recertified as having successfully met specified post-graduate education, training and experience requirements. The total annual pay is set by Health Affairs at \$8,000 per Title 37 U.S.C. § 302b(a)(5).
 - v. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Dentists - A single lump sum or 4-installment payments of an accession bonus not to exceed \$400,000 to fully qualified dentists in a specialty designated by Health Affairs as a critically short wartime specialty. The new accession must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.
- (c) Nurse Pay: Consolidated Special Pays –
- i. Accession Bonus - Nurse - A person who is a registered nurse and who executes a written agreement described in subsection (c) to accept a commission as an officer and remain on active duty for a period of not less than three years may, upon the acceptance of the agreement by the Secretary concerned, be paid an accession bonus in an amount determined by the Secretary concerned. The amount of an accession bonus under paragraph (1) may not exceed \$30,000 in accordance with Title 37 U.S.C. § 335(a)(2). The amount authorized is set across all services by Health Affairs.
 - ii. Incentive Pay - Nurse - Financial incentive to address retention difficulties and shortages by closing civilian - military pay gap. Paid to Certified Registered Nurse Anesthetists who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$15,000 annually as outlined in DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-5..
 - iii. Retention Bonus - Nurse - This is a financial incentive to retain a sufficient number of registered nurses in specialties identified by the service from the list of qualifying specialties published by Health Affairs to meet the medical requirements of the service. Rates for registered nurses other than CRNAs are set by Health Affairs (HA) across all services and vary by number of years the contract is written. Current amounts range from \$10,000 for a two-year contract to \$60,000 for a four-year contract as outlined in DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-5.
 - iv. Board Certification Pay - Nurse - Financial incentive to encourage commissioned officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. The total annual pay is set by Health Affairs at \$8,000 in accordance with Title 37 U.S.C. § 302(a)(5). Health Affairs policy determines which nursing specialties are eligible for board certified pay.
 - v. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for Nurses - A single lump sum or 4-installment payments of an accession bonus not to exceed \$250,000 to fully qualified nurses in a specialty designated by Health Affairs as a critically short wartime specialty. The new accession must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.

PROJECT: SPECIAL PAY - OFFICERS

(d) Health Professions Officers (HPO): Consolidated Special Pays –

- i. Accession Bonus - HPO – A single lump sum or installment payments of an accession bonus not to exceed \$60,000 to fully qualified health professions officers, per Title 37 U.S.C. § 335(a)(2). Current rates range from \$18,750 to \$37,500 for a three-year contract and \$20,000 to \$60,000 for a four-year contract. The new accessions must execute a written agreement to remain on active duty for three (3) or four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus) in accordance with Title 37 U.S.C. § 335(a)(3) or 335(b). The amount authorized is set across all services by Health Affairs. The following specialties are eligible: Dietician, Medical Lab Technologist, Occupational Therapy, Pharmacist, Physical Therapist, Physician Assistant, Public Health Officer, Psychologist, Social Worker, and Veterinary Officer.
- ii. Incentive Pay – HPO - Financial incentive to address retention difficulties and shortages by closing the civilian - military pay gap. Paid to commissioned officers who execute an agreement to remain on active duty for at least one year. Paid in equal monthly installments not to exceed \$5,000 annually. Current rates range from \$1,200 to \$5,000. See DoD 7000.14-R Financial Management Regulation Volume 7a, Chapter 5. The following specialties are eligible: Optometrist, Physician Assistant, Podiatrist, Psychologist, Public Health Officer, and Veterinary Officer.
- iii. Board Certification Pay - HPO - Monthly incentive paid to health professions officers who become certified or recertified as having successfully met specified education, training and experience requirements. The total annual pay is set by Health Affairs at \$8,000 per Title 37 U.S.C. § 335(c). Health Affairs policy determines which specialties are eligible for board certified pay.
- iv. Retention Bonus - HPO - This is a financial incentive to retain a sufficient number of health professions officers in specialties identified by the service from the list of qualifying specialties published by Health Affairs to meet the medical requirements of the service. Rates for health professions officers are set by Health Affairs (HA) across all services and vary by number of years the contract is written. Current amounts range from \$2,500 for a two-year contract to \$40,000 for a six-year contract as outlined in DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 5, Table 5-6. The following specialties are eligible: Laboratory Officer, Registered Dietician, Occupational Therapist, Optometrist, Pharmacist, Physician Assistant, Podiatrist, Psychologist, Public Health Officer, and Social Worker
- v. Critically Short Wartime Specialties Accession Bonus (CSWS-AB) for HPOs - A single lump sum or 4-installment payments of an accession bonus not to exceed \$65,000 to fully qualified health professions officers in a specialty designated by Health Affairs as a critically short wartime specialty. The new accession must execute a written agreement to remain on active duty for not less than four (4) consecutive years and are not eligible for multiple-year bonuses (incentive pay/retention bonus). The amount authorized varies by critical wartime specialty and is set across all services by Health Affairs. The qualifying critical wartime specialties are determined by each service Secretary concerned from the list of qualifying specialties provided by Health Affairs.

(e) Health Professions Officers Board Certification Pay: Consolidated Special Pays - A financial incentive to encourage Health Professions Officers who are also healthcare providers to attain board certification, signifying the highest level of professional competence. Annual amount ranges from \$2,500 to \$6,000 paid in equal monthly increments, per Title 37 U.S.C. § 335. HA policy determines which specialties are eligible for board certified pay.

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

- (2) Critical Skill Retention Bonus - Authorized by Title 37 U.S.C., § 355. Rates for each specialty are set by the respective Service, not to exceed \$200,000 total.
- (3) Officer Retention Bonus – Authorized by Title 37 U.S.C, § 332. Rates will not exceed \$50,000 for each year of obligated service.
- (4) Personal money allowances for certain commissioned general officers under provisions of Title 37 U.S.C. § 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows:
 - (a) Chairman of the Joint Chiefs of Staff and Chief of Staff of the Air Force payable at \$4,000 per year in place of any other personal money allowance authorized and
 - (b) Senior member of the Military Staff Committee of the United Nations payable at \$2,200 per year in addition to the other personal money allowance authorized.
- (5) Assignment Incentive Pay (AIP):
 - (a) Alice Springs Assignment Incentive Pay – Incentive pay of \$500 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.6, to commissioned officer (RegAF) who are permanently assigned to Alice Springs, Australia. This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel at this austere location. IAW DoDI 1340.26, this incentive pay has been extended until 31 December 2025 to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - (b) Burlington Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.2, to commissioned officer (RegAF) who are permanently assigned to the 158th Fighter Wing, South Burlington, Vermont as part of the 315th Fighter Squadron which is integrated with the Vermont Air National Guard (VTANG). This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended through 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location. On 21 December 2023, SAF/MR discontinued AIP effective 29 February 2024.
 - (c) Homestead Assignment Incentive Pay – Incentive pay of \$500 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.2, to commissioned officer (RegAF) who are permanently assigned to the 482d Fighter Wing, Homestead Air Reserve Base, Florida. This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended through 22 December 2023 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location. On 21 December 2023, SAF/MR discontinued AIP effective 29 February 2024.
 - (d) Kingsley Field Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.10, to commissioned officers who are permanently assigned to the 173rd Fighter Wing, Kingsley Field, Klamath Falls, Oregon. IAW DoDI 1340.26, this incentive pay month to commissioned officer (RegAF, ANG, & AFR) authorized under Title 37 U.S.C., § 352. The Secretary of the Air Force approved and authorized Kingsley Field AIP effective 18 July 2016 through 31 December 2024. Eligible recipients of Kingsley Field Assignment Incentive Pay are commissioned officer assigned to the has been activated from 1 January 2019 and extended to 31 December 2024 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - (e) Korea Assignment Incentive Pay – Incentive pay of \$300 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.11, to commissioned officer (RegAF) authorized under the Fiscal 2005 National Defense Authorization Act, § 617. IAW DoDI 1340.26, this incentive pay has been extended through 31 December 2026. The Korea Assignment Incentive Pay is an enduring incentive pay to commissioned officer assigned to an installation in the Republic of Korea who volunteer to extend their service or tours of duty.

PROJECT: SPECIAL PAY - OFFICERS

- (f) Madison Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.2, to commissioned officer (RegAF) who are permanently assigned to the 115th Fighter Wing, Truax Field, WI as part of the 378th Fighter Squadron. This incentive pay assists the commissioned officer and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended through 31 December 2024 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- (g) Turkey Assignment Incentive Pay – Incentive Pay of \$1000 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.12, to commissioned officer (RegAF) being authorized under Title 37 U.S.C. § 352, wherein the Secretary of the Air Force (SecAF) approved and authorized Turkey Assignment Incentive Pay with effective dates 29 August 2016 through 31 December 2018; subsequently, the SecAF extended the program to 31 December 2025. Eligible recipients are commissioned officer assigned to Turkey serving a 12-month unaccompanied tour and who agree to serve a total of 24 months.
- (h) Intercontinental Ballistic Missile (ICBM) Incentive Pay - Incentive paid to Nuclear and Missile Operations (13N), Missile Maintenance (21M), and Security Forces (31P) officers who deploy to remote locations within the missile complex, often for days at a time for a minimum of 210 hours out of a 90-day period, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.9.. They are currently paid \$300 per month and currently expires 31 December 2024.
- (i) Cyber Assignment Incentive Pay – The purpose of this executive summary is to request approval for Cyber Assignment Incentive Pay (CAIP). CAIP will utilize a tiered system based on work roles and associated proficiency levels directly contributing to, or in support of, Cyber Effects Operations (CEO). Active Duty members may earn up to \$1,500 per month for being certified in accordance with USCYBERCOM, National Security Agency (NSA), or equivalent Job Qualification Requirements (JQR) and performing duties in authorized work roles. This incentive pay will recruit and retain skilled and certified cyber professionals executing critical operations vital to national security. Implementation of this incentive will ensure that we build and maintain a strong and proficient cyber workforce capable of effectively responding to emergent cyber threats and continue to outpace our adversaries.
- (j) Cold Weather Assignment Incentive Pay – Incentive pay of no less than \$500 for designated temperatures -20 degrees and above to a maximum of \$5,000 for designated temperatures -50 degrees and below. National Defense Authorization Act for FY 2023, (PL 117-263, Sec 603) authorizes personnel assigned to qualifying cold weather locations who sign an agreement to serve the prescribed tour length are eligible to receive Cold Weather Assignment Incentive Pay (AIP-CW) in the designated amount, in accordance with Department of Defense Instruction (DoD I) 1340.26, Assignment and Special Duty Pays and Department of the Air Force Instruction (DAFI) 36-3012, Military Entitlements, under the authority of 37 U.S.C. § 352a2.
- (k) Atlantic City Assignment Incentive Pay – Incentive Pay of \$400 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1., to commissioned officers (RegAF) being authorized under Title 37 U.S.C. § 352, wherein the Secretary of the Air Force (SecAF) approved and authorized Assignment Incentive Pay with effective dates 22 December 2023 through 31 December 2024; Eligible recipients are commissioned officers assigned to the 306th Fighter Squadron Atlantic City, New Jersey.
- (l) 491st Assignment Incentive Pay – Incentive Pay of \$500 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1., to commissioned officers (RegAF) being authorized under Title 37 U.S.C. § 352, wherein the Secretary of the Air Force (SecAF) approved and authorized Assignment Incentive Pay with effective dates 18 January 2024 through 31 December 2025; Eligible recipients are commissioned officers assigned to the 491st Attack Squadron, Hancock Field, NY.
- (m) 491nd Assignment Incentive Pay – Incentive Pay of \$500 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1., to commissioned officers (RegAF) being authorized under Title 37 U.S.C. § 352, wherein the Secretary of the Air Force (SecAF) approved and authorized Assignment Incentive Pay with effective dates 18 January 2024 through 31 December 2025; Eligible recipients are commissioned officers assigned to the 492nd Attack Squadron, March Air Reserve Base, CA.

PROJECT: SPECIAL PAY - OFFICERS

- (6) Continuation Pay (CP) – The Fiscal 2016 National Defense Authorization Act (NDAA), P.L. 114-92, § 634, authorizes the Secretary concerned to make a payment of continuation pay to each service member under the new modernized retirement system, known as the Blended Retirement System (BRS). CP is one aspect of the BRS. Members of the Uniformed Services who are covered by this BRS are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligatory service. This one (1) time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services began making payments in FY 2018, pursuant to the January 1, 2018, effective date of the BRS.
- (7) Diving Duty - Special pay to compensate for difficulty, risk and high level of training required to perform tactical military diving operations. Tactical diving duty includes conducting diving operations in support of operational mission requirements such as rescue, recovery, search, reconnaissance, and infiltration/exfiltration. Operations are open and/or closed-circuit diving profiles in all maritime environments including but not limited to day/night subsurface operations in open ocean, littoral, port, harbor, and in the vicinity of maritime vessels and structures/buildings as needed to meet tactical objectives. It is paid at the rate of \$150 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 11.
- (8) Foreign Language Proficiency Bonus (FLPB) - Authorized in Title 37 U.S.C. § 353(b)(1) for commissioned officers and enlisted service members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient personnel are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) assigned to military duties requiring such a proficiency; or (c) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a need. The monthly rate shall not exceed \$500 per month for a single language, or \$1,000 per month for any combination of languages, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 19, Paragraph 2.5.2.
- (9) Hardship Duty Location Pay (HDL) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C. § 305. The payment is based on service member's designated locations. Hardship Duty Pay is payable to service members at a monthly rate not to exceed \$150, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 17.
- (10) Health Professions Scholarship Program (HPSP) - Base pay differential for prior military as authorized by Title 10 U.S.C. § 2121(c)(2).
- (11) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) - Paid to service members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a service member is on official duty in a designated IDP area. The Fiscal Year 2012 National Defense Authorization Act modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a service member is: (a) Subjected to hostile fire or explosion of a hostile mine, or (b) on duty in an area in close proximity to a hostile fire incident and the service member is in danger of being exposed to the same dangers actually experienced by other service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action. If a service member receives HFP; IDP cannot be received. See DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 10 for guidance.
- (12) Judge Advocate Continuation Pay (JACP) - Financial incentive for military Judge Advocates to continue active duty upon completion of their ADSO. Up to \$60K total payable to eligible judge advocates over a career.
- (13) Judge Advocate General's Corps Officer Student Loan Repayment Program - Authorized in Fiscal Year 2010 pursuant to Title 10 U.S.C § 2171 and the Under Secretary of Defense for Personnel and Readiness allows repayment of judge advocate student loans at the rate of 33 1/3 percent or \$1,500, whichever is greater, for each year of active duty service. Total amount of repayment to each eligible judge advocate may not exceed \$65,000, which is divided over the first three (3) years of service.
- (14) Pay and Allowance Continuation (PAC) - Authorized under Title 37 U.S.C. § 328, the Secretary of Defense authorized the continued payment of pay and allowances to service members of the Regular or Reserve Components under the Pay and Allowance Continuation Program effective May 15, 2008. Service members of the Regular or Reserve Components who, in the line of duty, incurred a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness shall continue to receive the pay and allowances he/she received at the time of hospitalization. These entitlements include special and incentive pays, bonuses, and the daily incidental expense portion of temporary duty allowance authorized for service members deployed in a combat operation or combat zone.

PROJECT: SPECIAL PAY - OFFICERS

PART II - JUSTIFICATION OF FUNDS REQUESTED

Variable Special Pay funding amount is based on average statutory rates and the number of physicians and dentists programmed per year. Board Certification funding amount for physicians, dentists, nurse, biomedical sciences corps, psychologists, and veterinarians are based on estimated number of said professionals who would qualify to receive the entitlement. The Incentive Special Pay (ISP) and Multi-Year Special Pay (MSP) funding amounts are estimates based on the expected number of takers. The Additional Special Pay funding amounts for Medical and Dental Officers are based on estimated number of eligible physicians and dentists multiplied by the entitlement rate. Accession Bonus funding amounts are derived from assessing recruiting requirements, expected number of takers, recruiting requirements and the accession rates as determined by A1 and the Air Force Medical Service.

Special Pay funding amount for Pharmacy Officers is an estimate of the number of takers multiplied by the average rate of those rate amounts established by OSD. Optometry & Veterinary Special Pay funding amounts are estimates based on the number of expected takers multiplied by the statutory rate. Optometrist Retention Special Pay, Retention Bonuses and Critical Skills Retention Bonuses funding are all based on the number of estimated takers multiplied by the established rate.

There is a +\$49.7 million increase in the total Special Pay requirement between FY 2025 and FY 2026. Change is primarily due to Program Increase due to increased number of Medical/Dental and Officer Retention Bonus recipients.

Detailed cost computations are provided by the following table:

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Physician Pay</u>									
CSP									
Incentive Pay - Medical	3,601	36,684	132,099	3,600	41,000	147,600	3,600	44,000	158,400
Retention Bonus - Medical	997	39,114	38,997	880	45,000	39,600	900	48,000	43,200
Board Certification Pay - Medical	2,277	6,000	13,662	2,300	8,000	18,400	2,300	8,000	18,400
CWSAB - Medical	10	125,000	1,250	15	350,000	5,250	15	350,000	5,250
CSP Physician Subtotal	6,885	27,016	186,008	6,795	31,030	210,850	6,815	33,052	225,250
Physician Pay Total	6,885	27,016	186,008	6,795	31,030	210,850	6,815	33,052	225,250
<u>Dentist Pay</u>									
CSP									
Accession Bonus - Dental	6	150,000	900	0	0	0	0	0	0
Incentive Pay - Dental	875	24,501	21,438	980	24,500	24,010	980	24,500	24,010
Retention Bonus - Dental	500	49,000	24,500	525	49,000	25,725	525	52,000	27,300
Board Certification Pay - Dental	350	8,000	2,800	350	8,000	2,800	350	8,000	2,800
CWSAB - Dental	16	215,000	3,440	16	300,000	4,800	16	300,000	4,800
CSP Dentist Subtotal	1,747	30,382	53,078	1,871	30,644	57,335	1,871	31,486	58,910
Dentist Pay Total	1,747	30,382	53,078	1,871	30,644	57,335	1,871	31,486	58,910
<u>Nurse Pay</u>									
CSP									
Accession Bonus - Nurse	200	25,000	5,000	200	83,750	16,750	200	83,750	16,750
Incentive Pay - Nurse	110	15,000	1,650	110	15,000	1,650	110	15,000	1,650
Retention Bonus - Nurse	1,861	22,282	41,466	1,900	23,626	44,889	1,950	25,000	48,750
Board Certification Pay - Nurse	500	8,000	4,000	500	8,000	4,000	500	8,000	4,000
CSP Nurse Subtotal	2,671	19,512	52,116	2,710	24,830	67,289	2,760	25,779	71,150
Nurse Pay Total	2,671	19,512	52,116	2,710	24,830	67,289	2,760	25,779	71,150

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Health Professions Officers Pay									
CSP									
Accession Bonus - Health Professions Officers									
Accession Bonus - Pharmacy	25	28,120	703	10	30,000	300	10	30,000	300
Accession Bonus - Phys Therapist	10	30,000	300	20	30,000	600	20	30,000	600
Accession Bonus - PHO	6	28,833	173	15	31,267	469	15	31,267	469
Accession Bonus - Physicians Assistant	5	48,800	244	5	48,800	244	5	48,800	244
Accession Bonus - Psychologist	3	60,000	180	3	60,000	180	3	60,000	180
Accession Bonus - Social Workers	30	23,467	704	30	24,367	731	30	24,367	731
Accession Bonus - Dietitian	0	0	0	0	0	0	12	30,000	360
Accession Bonus - Medical Lab Technician	0	0	0	20	30,000	600	20	30,000	600
Accession Bonus - Occupational Therapy	0	0	0	0	0	0	20	30,000	600
Accession Bonus - Optometrists	0	0	0	0	0	0	12	25,000	300
Accession Bonus - HPO Subtotal	79	29,165	2,304	103	30,330	3,124	147	29,823	4,384
Incentive Pay - Health Professions Officers									
Incentive Pay - PHO	120	5,000	600	120	5,000	600	120	5,000	600
Incentive Pay - Physicians Assistant	410	5,000	2,050	410	5,000	2,050	410	5,000	2,050
Incentive Pay - Psychologist	210	5,000	1,050	210	5,000	1,050	210	5,000	1,050
Incentive Pay - Optometrists	90	1,200	108	100	1,200	120	100	5,000	500
Incentive Pay - Podiatrist	0	0	0	20	5,000	100	20	5,000	100
Incentive Pay - Social Workers	0	0	0	0	0	0	100	2,500	250
Incentive Pay - HPO Subtotal	830	4,588	3,808	860	4,558	3,920	960	4,740	4,550
Retention Bonus - Health Professions Officers									
Retention Bonus - Pharmacy	200	20,000	4,000	200	20,000	4,000	200	20,000	4,000
Retention Bonus - PHO	120	10,000	1,200	120	7,500	900	120	7,500	900
Retention Bonus - Physicians Assistant	300	35,000	10,500	300	35,000	10,500	300	35,000	10,500
Retention Bonus - Psychologist	200	35,000	7,000	200	40,000	8,000	200	40,000	8,000
Retention Bonus - Social Workers	150	10,000	1,500	150	10,000	1,500	150	15,000	2,250
Retention Bonus - Optometrists	75	10,000	750	80	10,000	800	80	12,000	960
Retention Bonus - Dietitian	20	7,500	150	20	7,500	150	20	7,500	150
Retention Bonus - Medical Lab Technician	0	0	0	25	10,000	250	25	10,000	250
Retention Bonus - Occupational Therapist	0	0	0	0	0	0	20	7,500	150
Retention Bonus - Podiatrist	0	0	0	20	15,000	300	20	15,000	300
Retention Bonus - HPO Subtotal	1,065	23,568	25,100	1,115	23,677	26,400	1,135	24,194	27,460
Board Certification Pay - Health Professions Officers	1,200	8,000	9,600	1,200	8,000	9,600	1,200	8,000	9,600
CSP HPO Subtotal	3,174	12,858	40,812	3,278	13,131	43,044	3,442	13,363	45,994
Health Professions Officer Pay Total	3,174	12,858	40,812	3,278	13,131	43,044	3,442	13,363	45,994

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Munitions Maintenance ORB	95	25,000	2,375	0	0	0	50	25,000	1,250
Network Operations Cyber Warfare ORB	688	15,000	10,320	508	25,000	12,700	908	25,000	22,700
Operations Research Analyst ORB	223	25,000	5,575	240	25,000	6,000	340	25,000	8,500
Special Tactics and Combat Rescue ORB	53	25,000	1,325	291	25,000	7,275	367	25,000	9,175
Officer Retention Bonus Subtotal	1,059	18,503	19,595	1,039	25,000	25,975	1,665	25,000	41,625
Retention Bonus (CSRB/ORB) Total	1,059	18,503	19,595	1,039	25,000	25,975	1,665	25,000	41,625
Chairman, JCS	1	4,000	4	1	4,000	4	1	4,000	4
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
Sr Member of UN	1	2,700	3	1	2,700	3	1	2,700	3
General	11	2,200	24	10	2,200	22	9	2,200	20
Lt General	40	500	20	41	500	21	45	500	23
Pers Allowance - General Officer	54	1,019	55	54	1,000	54	57	947	54
Alice Springs AIP	2	6,000	12	2	6,000	12	2	6,000	12
Burlington AIP	7	4,857	34	0	0	0	0	0	0
Homestead AIP	10	6,000	60	0	0	0	0	0	0
Korea AIP	75	3,600	270	75	3,600	270	75	3,600	270
Kingsley Field AIP	10	4,800	48	10	4,800	48	10	4,800	48
Madison AIP	3	4,667	14	3	4,667	14	3	4,667	14
Turkey AIP	12	12,000	144	12	12,000	144	12	12,000	144
ICBM Field Ops AIP	625	3,600	2,250	625	3,600	2,250	625	3,600	2,250
Extended Service Training Specialist AIP	5	18,000	90	5	18,000	90	5	18,000	90
Cyber AIP	889	4,174	3,711	891	4,176	3,721	891	4,176	3,721
Cold Weather AIP	84	1,738	146	84	1,738	146	712	791	563
491st Attack Sq Hancock NY AIP	0	0	0	22	6,000	132	22	6,000	132
492nd Attack Sq March ARB CA AIP	0	0	0	24	6,000	144	24	6,000	144
306 FS Atlantic City NJ AIP	0	0	0	4	6,000	24	4	6,000	24
Assignment Incentive Pay	1,722		6,779	1,757		6,995	2,385		7,412

(Amount in Thousands)

PROJECT: SPECIAL PAY - OFFICERS

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Continuation Pay	682	19,720	13,441	828	20,641	17,087	1,080	21,462	23,173
Diving Duty	27	1,815	49	0	0	0	0	0	0
Foreign Language Proficiency Bonus	2,464	6,534	16,100	1,887	6,566	12,390	2,463	6,849	16,869
Hardship Duty Location Pay	2,071	1,200	2,485	2,068	1,200	2,482	1,959	1,200	2,351
Health Prof. Scholarship Program (HPSP)	348	1,779	619	375	1,781	668	415	1,781	739
Hostile Fire Pay	1,345	2,700	3,631	1,048	2,700	2,830	1,069	2,700	2,886
Judge Advocate Continuation Pay	139	28,547	3,968	128	28,547	3,654	128	28,547	3,654
JAG Student Loan Repayment	248	21,665	5,373	262	21,668	5,677	276	21,667	5,980
Pay and Allowance Continuation (PAC)	4	1,250	5	4	1,250	5	4	1,250	5
TOTAL SPECIAL PAY	24,640		404,114	24,104		456,335	26,389		506,052

MILITARY PERSONNEL, ACTIVE FORCES
OFFICER RETENTION BONUS
(Amount in Thousands)

Officer ORB

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY23 & Prior)	125	2,145	102	2,550	58	1,450
Accelerated Payments						
Prior Year FY 2024						
Initial Payments	839	15,075				
Anniversary Payments			817	20,425	817	20,425
Current Year FY 2025						
Initial Payments			120	3,000		
Anniversary Payments					120	3,000
Budget FY 2026						
Initial Payments					620	15,500
Anniversary Payments						
Total						
Initial Payments	839	15,075	120	3,000	620	15,500
Anniversary Payments	125	2,145	919	22,975	995	24,875
Total	964	17,220	1,039	25,975	1,615	40,375

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2026 Estimate 2,064,745
FY 2025 Estimate 1,800,418
FY 2024 Actual 1,735,196

PART I - PURPOSE AND SCOPE

In the Fiscal 1998 National Defense Authorization Act, Congress approved the payment of a Basic Allowance for Housing (BAH) to service members. BAH provides service members a monthly allowance for housing intended to subsidize costs of residing in an assigned locality, and consists of BAH, BAH Differential (BAH-Diff), Partial BAH, Overseas Housing Allowance (OHA), Moving-In Housing Allowance (MIHA), and Family Separation Housing (FSH). The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ), Variable Housing Allowance (VHA) and Family Separation Allowance Type I. Payment to service members is authorized by revisions to Title 37 U.S.C. § 403 and 475 for OHA.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The January 1, 2025 BAH inflation rate assumption is 4.3%, on average. The January 1, 2026 BAH inflation rate assumption is 4.3%, on average. This amount reflects the full amount of anticipated inflation for housing expenses in 2026.

It should be noted that average BAH increases are budgetary planning factors and actual rates will continue to be set by the individual location based on the current local rental housing market survey process and will be implemented by grade and dependency status.

There is a +\$265.1 million increase in the total BAH requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization 1 Jan 25 inflation rate of 4.3% on BAH: +\$17.0 million
- (2) Pricing Increase due to Housing Allowance rate 1 Jan 26 increase of 4.2%: +\$50.0 million
- (3) Pricing Increase due to OHA rate increases: +\$2.1 million
- (4) Program Increase due to change in expected BAH recipients: +\$31.6 million
- (5) Program Increase due to changes in grade structure: +\$161.9 million
- (6) Increase due to Change in Reimbursables: +\$2.5 million

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

<u>With Dependents</u>	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
General	9	44,556	401	8	46,375	371	8	48,375	387
Lt General	34	43,941	1,494	35	45,829	1,604	38	47,763	1,815
Major General	63	42,175	2,657	60	43,983	2,639	66	45,818	3,024
Brig General	82	41,671	3,417	82	43,463	3,564	92	45,293	4,167
Colonel	2,555	39,305	100,423	2,545	40,995	104,332	2,756	42,715	117,722
Lt Colonel	7,016	37,994	266,565	7,043	39,628	279,098	7,581	41,290	313,023
Major	8,992	34,555	310,720	8,865	36,041	319,503	9,741	37,553	365,805
Captain	10,606	29,923	317,361	10,544	31,210	329,075	10,661	32,519	346,687
1st Lieutenant	2,105	26,314	55,392	2,162	27,446	59,338	2,161	28,597	61,799
2nd Lieutenant	1,429	24,386	34,847	1,482	25,435	37,694	1,645	26,502	43,595
Chief Warrant Officer 5	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 4	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 3	0	0	0	0	0	0	6	32,167	193
Chief Warrant Officer 2	0	0	0	17	28,765	489	81	30,025	2,432
Warrant Officer 1	0	0	0	14	25,714	360	31	26,806	831
Subtotal with Dependents	32,891	1,093,277		32,857	1,138,067		34,867	1,261,480	

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Differential	3		11	3		11	3		12
Without Dependents - Full Allowance	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
General	0	0	0	0	0	0	0	0	0
Lt General	1	36,050	36	1	37,600	38	1	39,180	39
Major General	3	34,911	105	3	36,412	109	3	37,941	114
Brig General	7	34,632	243	7	36,121	253	8	37,638	301
Colonel	198	34,332	6,798	197	35,808	7,054	218	37,312	8,134
Lt Colonel	927	32,764	30,372	924	34,172	31,575	1,024	35,608	36,462
Major	2,633	30,479	80,253	2,580	31,790	82,018	2,915	33,125	96,560
Captain	7,420	26,991	200,275	7,369	28,152	207,451	7,946	29,334	233,090
1st Lieutenant	3,911	23,023	90,042	3,968	24,013	95,282	4,414	25,021	110,443
2nd Lieutenant	4,055	20,961	84,997	4,211	21,862	92,063	4,769	22,781	108,641
Chief Warrant Officer 5	0	0	0	0	31,218	0	0	32,529	0
Chief Warrant Officer 4	0	0	0	0	29,824	0	0	31,076	0
Chief Warrant Officer 3	0	0	0	0	27,732	0	0	28,897	0
Chief Warrant Officer 2	0	0	0	2	24,978	50	14	26,027	364
Warrant Officer 1	0	0	0	2	19,359	39	5	20,172	101
Subtotal w/o Dependents	19,155		493,121	19,264		515,932	21,317		594,249
Without Dependents - Partial Allowance	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	5	475	2	5	496	2	5	517	3
Lt Colonel	13	393	5	13	410	5	13	428	6
Major	38	320	12	37	334	12	39	348	14
Captain	115	266	31	114	277	32	114	289	33
1st Lieutenant	128	212	28	130	221	29	133	231	31
2nd Lieutenant	523	159	83	543	165	90	566	172	97
Chief Warrant Officer 5	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 4	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 3	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 2	0	0	0	0	0	0	0	0	0
Warrant Officer 1	0	0	0	0	0	0	0	0	0
Subtotal Partial	822		161	842		170	870		184
TOTAL BAH - DOMESTIC			1,586,570			1,654,180			1,855,925

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS

With Dependents	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Grade									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	2	48,000	96	2	48,000	96	3	49,000	147
Colonel	130	46,592	6,057	129	46,047	5,940	185	46,497	8,602
Lt Colonel	612	41,118	25,164	610	40,593	24,762	873	40,999	35,792
Major	763	37,625	28,708	748	37,360	27,945	1,090	37,639	41,026
Captain	792	33,932	26,874	787	33,638	26,473	1,097	34,213	37,532
1st Lieutenant	88	32,318	2,844	89	32,022	2,850	128	32,453	4,154
2nd Lieutenant	42	31,762	1,334	44	31,409	1,382	63	31,873	2,008
Chief Warrant Officer 5	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 4	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 3	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 2	0	0	0	0	0	0	0	0	0
Warrant Officer 1	0	0	0	0	0	0	0	0	0
Subtotal With Dependents	2,429		91,077	2,409		89,448	3,439		129,261
Without Dependents	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
Grade									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	6	37,268	224	6	34,031	204	8	34,233	274
Lt Colonel	97	32,557	3,158	97	31,668	3,072	137	31,680	4,340
Major	359	29,442	10,570	352	29,019	10,215	506	29,064	14,706
Captain	1,050	25,868	27,161	1,043	25,572	26,672	1,435	25,789	37,007
1st Lieutenant	363	25,638	9,306	368	25,371	9,336	522	25,479	13,300
2nd Lieutenant	218	25,538	5,567	226	25,189	5,693	327	25,292	8,271
Chief Warrant Officer 5	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 4	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 3	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 2	0	0	0	0	0	0	0	0	0
Warrant Officer 1	0	0	0	0	0	0	0	0	0
Subtotal w/o Dependents	2,093		55,986	2,092		55,192	2,935		77,898
Moving-In Housing Allowance	164	9,531	1,563	164	9,741	1,598	167	9,946	1,661
TOTAL BAH - OVERSEAS			148,626			146,238			208,820
GRAND TOTAL BAH			1,735,196			1,800,418			2,064,745

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS

FY 2026 Estimate	253,557
FY 2025 Estimate	242,459
FY 2024 Actual	239,155

PART I - PURPOSE AND SCOPE

Funds provide monthly subsistence allowance under the provisions of Title 37 U.S.C., Section 402.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Basic Allowance for Subsistence (BAS) costs are computed by multiplying the statutory rate by the programmed commissioned officer workyears. The FY 2001 NDAA eliminated the BAS transition program and established, beginning 1 January 2002, the monthly rates for BAS would be indexed to increases in the U.S. Department of Agriculture (USDA) Food Plan. Funding requirements include inflation rates of 1.7% for 2024, 1.2% for 2025, and 3.4% for 2026 effective January 1 each year.

There is a +\$11.1 million increase in the total BAS requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization 1 Jan 25 inflation rate of 1.2% on BAS: +\$1.5 million
- (2) Pricing Increase due to 1 Jan 26 inflation rate of 3.4% effect on BAS: +\$5.1 million
- (3) Program Increase due to average strength increase of 1,066 from 63,174 to 64,240: +\$4.2 million
- (4) Increase due to Change in Reimbursables: +\$0.3 million

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
BAS	63,074	3,792	239,155	63,174	3,838	242,459	64,240	3,947	253,557

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

FY 2026 Estimate	70,406
FY 2025 Estimate	59,639
FY 2024 Actual	81,635

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Station Allowances, Overseas consists of Cost Of Living Allowance (COLA) and Temporary Lodging Allowance (TLA).

COLA is based on the most recent information derived from the results of yearly surveys that determine the cost of goods and services by area, and biweekly decisions by the DoD Per Diem Travel, and Transportation Allowance Committee (PDTATAC) for adjustments relative to the value of the dollar against foreign currency. TLA covers the off-base housing (hotel) costs for service members permanently relocating in or out of an overseas location. The number of personnel entitled to an overseas station allowance is based on historical data adjusted for known changes in each type of allowance.

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

There is a +\$10.8 million increase in the total Overseas Station Allowance requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to impact of Basic Pay Raise on OCOLA rates: +\$6.8 million
- (2) Pricing Increase due to foreign currency exchange rates: +\$5.7 million
- (3) Pricing Increase due to TLA Rate: +\$2.9 million
- (4) Program Increase due to expected number of TLA recipients: +\$0.3 million
- (5) Program Decrease due to expected number of COLA recipients: -\$4.9 million

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS

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

<u>Cost of Living</u>	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	2	10,557	21	2	7,575	15	2	7,877	16
Lt. General	6	10,393	62	6	5,672	34	7	5,897	41
Major General	10	10,052	101	9	1,944	17	10	2,041	20
Brig. General	21	9,580	201	21	6,548	138	22	7,988	176
Colonel	505	9,380	4,736	502	5,536	2,779	512	6,844	3,504
Lt Colonel	1,622	9,330	15,133	1,617	5,021	8,120	1,647	6,139	10,111
Major	2,221	8,510	18,900	2,176	4,923	10,713	2,262	5,817	13,157
Captain	3,153	6,619	20,868	3,131	3,623	11,342	3,107	4,238	13,167
1st Lieutenant	706	5,423	3,830	716	2,894	2,072	733	3,314	2,429
2nd Lieutenant	411	5,058	2,079	427	3,076	1,314	445	3,394	1,510
Chief Warrant Officer 5	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 4	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 3	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 2	0	0	0	0	0	0	0	0	0
Warrant Officer 1	0	0	0	0	0	0	0	0	0
Subtotal Cost of Living	8,657		65,931	8,607		36,544	8,747		44,131
<u>Temporary Lodging Allowance</u>	842	18,652	15,704	846	27,299	23,095	856	30,695	26,275
TOTAL STATION ALLOWANCES-OVERSEAS			81,635			59,639			70,406

(Amount in Thousands)

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

FY 2026 Estimate	597
FY 2025 Estimate	574
FY 2024 Actual	563

PART I - PURPOSE AND SCOPE

Authorization for this allowance is under the provisions of Title 37 U.S.C. § 403b and as prescribed in the Joint Travel Regulations, Chapter 8. In Title 37 U.S.C. § 403b, Congress approved a Cost of Living Allowance (COLA) payment to service members assigned to high cost areas in the Continental United States (CONUS).

PART II - JUSTIFICATION OF FUNDS REQUESTED

As part of the Department of Defense (DoD) Quality of Life initiatives, high cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 107% of the national cost of living average, per the Defense Travel Management Office (DTMO). Computation of program cost is the product of the number of service members assigned to a designated high-cost area of CONUS, their grade and dependency status, and the percent by which an area's cost of non-housing goods and services exceeds 107% of the national cost of living average.

There is a +\$23.0 thousand increase in the total CONUS COLA requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to impact of Basic Pay Raise on CONUS COLA rates: +\$12.0 thousand
- (2) Program Increase due to number of expected recipients of CONUS COLA: +\$11.0 thousand

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
CONUS COLA	622	905	563	621	924	574	633	944	597

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCES - OFFICERS

FY 2026 Estimate 2,960
FY 2025 Estimate 2,951
FY 2024 Actual 2,811

PART I - PURPOSE AND SCOPE

Funds provide an initial clothing allowance to commissioned officers upon commissioning and an additional allowance for purchase of required uniforms. Authorization for this allowance is under the provisions of Title 37 U.S.C. § 415 and 416. In the Fiscal 1988-1989 National Defense Authorization Acts, Congress approved the payment of Civilian Clothing Allowance for Air Force commissioned officers. Commissioned officers assigned to locations outside the United States who are required to wear civilian clothing in the performance of their duties and/or a TDY mission are entitled to receive this allowance per the provisions of Title 37 U.S.C. § 419. Replacement allowance for Wounded Warriors is under the provisions of Title 10 U.S.C. § 1047.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Uniform allowances are determined by applying statutory rates to the programmed number of eligible commissioned officers. Starting 1 January 1985, the initial clothing allowance paid to all personnel commissioned or appointed as commissioned officers in the Regular or Reserve component is \$200 regardless of source of commission or previous enlisted status. Commissioned officers are also entitled to an additional active duty uniform allowance of \$100 to pay for additional uniforms required while they are on active duty for training. The Fiscal 2001 National Defense Authorization Act approved an increase to the one-time initial uniform allowance paid to commissioned officers from \$200 to \$400, and the one-time additional uniform allowance paid to commissioned officers from \$100 to \$200. The number of payments for the Initial and Additional Allowances are based on the number of accessions programmed. Furthermore, this entitlement covers civilian clothing allowances when authorized. The Air Force allows a Wounded Warrior clothing allowance not to exceed \$250 for each Air Force Medical Evacuee

There is a +\$9.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to rate changes due to inflation: +\$7.0 thousand
- (2) Program Increase due to number of expected recipients: +\$18.0 thousand
- (3) Program Decrease due to number of expected recipients: -\$16.0 thousand

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
Initial Allowances	4,622	400	1,849	4,963	400	1,985	4,922	400	1,969
Additional Allowances	3,284	200	658	3,279	200	656	3,340	200	668
Civilian Clothing	380	801	304	379	818	310	387	835	323
TOTAL CLOTHING ALLOWANCES	8,286		2,811	8,621		2,951	8,649		2,960

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS

FY 2026 Estimate 5,784
FY 2025 Estimate 5,784
FY 2024 Actual 6,335

PART I - PURPOSE AND SCOPE

Under the provision of Title 37 U.S.C. § 427, one of three types of Family Separation Allowance (FSA) payments are possible to be made to service members with dependents to compensate for added expenses incurred because of forced separation from dependents: FSA - Restricted (FSA-R), FSA - Ship (FSA-S), and FSA - Temporary (FSA-T):

FSA-R is payable when a service member is separated from their dependents when making a Permanent Change of Station (PCS) move and dependent(s) is restricted from accompanying the service member, typically due to medical reasons. FSA-S is payable when the service member is assigned on a temporary basis to duties aboard a ship, and the ship is away from homeport continuously for more than 30 days. FSA-T is payable when a service member with dependents makes a Permanent Change of Station (PCS) move, or service member is on temporary duty (TDY) away from permanent duty station for 30 consecutive days or more either in CONUS or overseas, and the travel of dependents to service member's duty station is not authorized, and dependents do not reside at or near the duty station. The monthly rates are \$250 and are prorated to \$8.33 per day after 30 days.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a +\$0.0 thousand increase in the total FSA requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Program Increase due to number of expected PCS CONUS recipients: +\$33.0 thousand
- (2) Program Decrease due to number of expected TDY CONUS recipients: -\$33.0 thousand

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
PCS CONUS or Overseas with dependents not authorized	551	3,000	1,653	550	3,000	1,650	561	3,000	1,683
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	1,561	3,000	4,682	1,378	3,000	4,134	1,367	3,000	4,101
TOTAL FAMILY SEPARATION ALLOWANCE	2,112		6,335	1,928		5,784	1,928		5,784

PROJECT: BASIC NEEDS ALLOWANCE

FY 2026 Estimate	351
FY 2025 Estimate	342
FY 2024 Actual	2

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 equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year. Section 611 of the FY 2023 NDAA directed the BNA eligibility threshold be raised to 150 percent to the Federal Poverty Guidelines by no later than January 1, 2024. This higher threshold is included in the FY 2025 and FY 2026 estimates.

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 members by grade and proportionate demographic/location characteristics for each household.

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.

There is a +\$9.0 thousand increase in the total BNA requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Program Increase due to number of expected recipients: +\$9.0 thousand

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Basic Needs Allowance			2			342			351

(Amount in Thousands)

PROJECT: SPECIAL COMPENSATION FOR ASSISTANCE WITH ACTIVITIES OF DAILY LIVING (SCAADL)

FY 2026 Estimate	514
FY 2025 Estimate	503
FY 2024 Actual	369

PART I – PURPOSE AND SCOPE

Under the provisions of Title 37 U.S.C. § 439, members of the uniformed services with catastrophic injuries or illnesses requiring assistance in everyday living. The term “catastrophic injury or illness” means a permanent, severely disabling injury, disorder, or illness the Secretary concerned determines compromises the ability of the afflicted person to carry out the activities of daily living to such a degree the service member requires (1) personal or mechanical assistance to leave home or bed; or (2) constant supervision to avoid physical harm to self or others.

PART II- JUSTIFICATION OF FUNDS REQUESTED

The Special Compensation for Assistance with Activities of Daily Living (SCAADL) is an entitlement for special monthly compensation will be based on the following: (1) the catastrophic injury or illness was incurred or aggravated in the line of duty; (2) licensed physician certification that the injured service member requires the aid and assistance of another person to perform the personal functions required in everyday living; (3) in the absence of the provision of such assistance, would require hospitalization, nursing home care, or other residential institutional care; and (4) meets such other criteria, if any, as determined by the Secretary of Defense (or the Secretary of Homeland Security, with respect to the Coast Guard).

The amount of monthly special compensation payable to a service member under subsection (a) shall be determined under criteria prescribed by the Secretary of Defense (or the Secretary of Homeland Security, with respect to the Coast Guard), but may not exceed the amount of aid and attendance allowance authorized by Title 38 U.S.C. § 1114(r)(2) or sub-paragraph (C) §1720G(a)(3) for veterans in need of aid and attendance.

There is a +\$11.0 thousand increase in the total SCAADL requirement between FY 2025 and FY 2026. The requirement change is due to:

(1) Pricing Increase due to average special monthly compensation increase: +\$11.0 thousand

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Special Monthly Compensation			369			503			514

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS

FY 2026 Estimate	40,264
FY 2025 Estimate	49,787
FY 2024 Actual	38,801

PART I - PURPOSE AND SCOPE

Funds provide for:

- (1) Lump Sum Terminal Leave - Payments to commissioned officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C. § 501.
- (2) Disability Severance Pay - Payments made to commissioned officers who are involuntarily discharged or released from active duty. Disability severance pay is paid to a service member separated from the service for a physical disability under provisions of Title 10 U.S.C. § 1212.
- (3) Involuntary Separation Pay - Payments to commissioned officers separated from the service for non-disability reasons under the provisions of Title 10 U.S.C. § 1174 categorized as full pay or half pay. For full pay the service member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the service member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.
- (4) Voluntary Separation Incentive (VSI) Trust Fund - Payments made cover the unfunded liability for those service members accepting VSI benefits prior to January 1, 1993.
- (5) Career Status Bonus - This pay was discontinued as of January 1, 2018 with the adoption of the Blended Retirement System (BRS).

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave payments are determined by multiplying the projected number of eligible for each applicable separation payment at rates based on past experience and adjusted for pay raises. Leave payments will not exceed the career total of 60 days.

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

There is a -\$9.5 million decrease in the total Separation Pay requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to LSTL average payment rate due to pay raise: +\$0.9 million
- (2) Pricing Increase due to Other Separation Pay rates: +\$1.0 million
- (3) Program Increase due to LSTL expected recipients: +\$3.6 million
- (4) Pricing Decrease due to VSI Trust Fund: -\$1.4 million
- (5) Program Decrease due to Other Separation Pay expected recipients: -\$13.6 million
- (6) Increase due to Change in Reimbursables: +\$0.04 million

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - OFFICERS**Lump Sum Terminal Leave Payments**

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
<u>Grade</u>									
General	3	30,404	92	6	31,826	191	6	33,091	199
Lt General	11	21,163	233	8	22,152	177	9	23,033	207
Major General	11	19,604	216	5	20,521	103	6	21,336	128
Brig General	7	13,655	95	10	14,293	143	10	14,861	149
Colonel	486	12,207	5,933	433	12,778	5,533	488	13,286	6,484
Lt Colonel	717	8,724	6,255	637	9,131	5,817	722	9,494	6,855
Major	1,335	5,361	7,146	1,144	5,602	6,408	1,352	5,824	7,874
Captain	1,042	3,950	4,115	881	4,134	3,642	1,058	4,299	4,548
1st Lieutenant	77	3,128	241	66	3,281	217	78	3,411	266
2nd Lieutenant	24	2,225	54	20	2,329	47	24	2,422	58
Chief Warrant Officer 5	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 4	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 3	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 2	0	0	0	0	0	0	0	0	0
Warrant Officer 1	0	0	0	0	0	0	0	0	0
Leave Buy-Back	0	0	0	0	0	0	0	0	0
Subtotal Lump Sum Terminal Leave	3,713		24,380	3,210		22,278	3,753		26,768
<u>Separation Pay</u>									
Fail Promotion/Unfit	1	42,020	42	1	43,984	44	1	45,733	46
Disability	9	120,173	1,082	9	125,791	1,132	9	130,791	1,177
Invol-Half Pay 5%	1	44,640	44	1	46,727	47	1	48,584	49
Invol-Full Pay 10%	80	114,654	9,172	194	120,014	23,283	85	124,785	10,607
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			4,081			3,003			1,617
Career Status Bonus	0	0	0	0	0	0	0	0	0
Subtotal Separation Pay	92		14,421	206		27,509	97		13,496
TOTAL SEPARATION PAYMENTS	3,805		38,801	3,416		49,787	3,850		40,264

(Amount in Thousands)

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

FY 2026 Estimate	513,823
FY 2025 Estimate	486,323
FY 2024 Actual	466,432

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Calendar Year 2024 – 7.65% on first \$168,600 and 1.45% on the remainder
Calendar Year 2025 – 7.65% on first \$176,100 and 1.45% on the remainder
Calendar Year 2026 – 7.65% on first \$181,800 and 1.45% on the remainder

There is a +\$27.5 million increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization of raise on FICA: +\$5.3 million
- (2) Pricing Increase due to 1 Jan 26 pay raise effect on FICA: +\$14.0 million
- (3) Program Increase due to average strength increase of 1,066 from 63,174 to 64,240: +\$8.5 million
- (4) Pricing Decrease due to average payment decrease due to number of recipients above or below maximum cap: -\$0.5 million
- (5) Program Decrease due to changes in grade structure: -\$0.3 million
- (6) Increase due to Change in Reimbursables: +\$0.5 million

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	6,104,245	7.65%	466,432	6,364,145	7.65%	486,323	6,723,566	7.65%	513,823

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**PAY AND ALLOWANCES
OF ENLISTED**

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

	<u>Amount</u>
FY 2025 DIRECT PROGRAM	22,153,320
Move Enlisted Subsistence from BA04	1,608,005
Pricing Increase	968,869
Annualization (PI):	227,205
Annualization 1 Jan 25 raise of 4.5% on Basic Pay	129,188
Annualization of raise on RPA	31,965
Annualization of raise on FICA	10,096
Annualization of raise on TSP	2,270
Annualization 1 Jan 25 inflation rate of 1.2% on BAS	9,250
Annualization 1 Jan 25 inflation rate of 4.3% on BAH	44,436
Pay Raise (PI):	458,745
1 Jan 26 pay raise of 3.8% effect on Basic Pay	341,548
1 Jan 26 pay raise effect on RPA	84,508
1 Jan 26 pay raise effect on FICA	26,688
1 Jan 26 pay raise effect on TSP	6,000
Inflation Rate (PI):	31,858
1 Jan 26 inflation rate of 3.4% effect on BAS	31,858
BAH Rates (PI):	142,468
1 Jan 26 inflation rate of 4.2% effect on BAH	130,879
1 Jan 26 inflation rate of 2.1% effect on MIHA	159
1 Jan 26 inflation rate of 2.1% effect on OHA	11,430

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

Other (PI):	108,593	
Increase in SIK - Subsist in Mess Total Payments	21,416	
Increase in SIK - Operational Payments	524	
Increase in SIK - Augmentation Rations Payments	207	
Increase in TSP Matching Contribution Payments	177	
Increase in Special Pay Payments	2,596	
Increase in Selective Reenlistment Bonus Payments	1,663	
Increase in COLA Payments	34,480	
Increase in COLA due to FCF Rates	30,058	
Increase in TLA Payments	9,753	
Increase in CONUS COLA Payments	9	
Increase in Clothing Payments	4,245	
Increase in Cat Injured Aid Allow Payments	34	
Increase in LSTL Payments	1,975	
Increase in Separation Payments	1,456	
Program Increase		417,121
Strength (PGI):	272,995	
Increase in recipients for Base Pay Due to average strength	32,738	
Change in Base Pay Due to Grade Mix	32,172	
Increase in recipients for FICA Due to average strength	2,501	
Change in FICA Due to Grade Mix	2,463	
Increase in recipients for RPA Due to average strength	7,932	
Change in RPA Due to Grade Mix	7,765	
Increase in recipients for TSP Matching Contribution	10,806	
Increase in workyears for BAS Due to average strength	5,680	
Increase in recipients for Clothing	8,569	
Increase in recipients Housing Allowance	13,384	
Change in BAH Due to Grade Mix	148,985	

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

Other (PGI):	144,126	
Increase in SIK - Operational Program	272	
Increase in Flying Duty Crew Program	187	
Increase in Flying Duty Non-Crew Program	190	
Increase in SWSIP Program	124	
Increase in Special Pay Program	19,395	
Increase in Selective Reenlistment Bonus Program	2,731	
Increase in Enlisted Bonus Program	115,751	
Increase in TLA Program	1,087	
Increase in CONUS COLA Program	2	
Increase in Basic Needs Allowance Program	1,159	
Increase in FSA Program	69	
Increase in LSTL Program	2,289	
Increase in Separation Payments	870	
Total Increases		2,993,995
Pricing Decrease		(288,967)
Annualization (PI):	(1,025)	
Annualization 1 Jan 25 inflation rate of 1.2% on BAS	(1,025)	
Inflation Rate (PI):	(3,532)	
1 Jan 26 inflation rate of 3.4% effect on BAS	(3,532)	
BAH Rates (PI):	(3,791)	
Decrease in OHA due to FCF Rates	(3,791)	

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

Other (PI):	(280,619)	
Decrease in RPA Payments	(258,032)	
Decrease in FICA Payments	(771)	
Decrease in Flying Duty Crew Payments	(6)	
Decrease in Other Incentive Pay Payments	(19)	
Decrease in Special Pay Payments	(13)	
Decrease in Enlisted Bonus Payments	(21,364)	
Decrease in Separation Payments	(414)	
Program Decrease	(182,938)	
Strength (PGD):	(782)	
Decrease in workyears for BAS Due to average strength	(782)	
Other (PGD):	(182,156)	
Decrease in CONUS COLA funding will be offset by funding sourced from the Reconciliation Bill (H.R.1) upon enactment.	(115,598)	
Decrease in SIK - Subsist in Mess Total Program	(3,456)	
Decrease in CSIP Program	(18,967)	
Decrease in SWSIP Program	(265)	
Decrease in Other Incentive Pay Program	(44)	
Decrease in Special Pay Program	(4,579)	
Decrease in COLA Program	(28,788)	
Decrease in FSA Program	(306)	
Decrease in Separation Payments	(10,153)	
Total Decreases	(471,905)	
FY 2026 DIRECT PROGRAM		24,675,410

(Amount in Thousands)

PROJECT: BASIC PAY - ENLISTED

FY 2026 Estimate 12,642,437
FY 2025 Estimate 12,096,685
FY 2024 Actual 11,292,559

PART I - PURPOSE AND SCOPE

Funds provide basic compensation for commissioned officers of the Regular Forces and officers of the Reserve Components on extended active duty according to grade and length of service under the provisions of Title 37 U.S.C., § 201, 203 and 205.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funding requirements include a Basic Pay (BP) increase of 5.20% in 2024, and 4.50% in 2025, and 3.80% in 2026 effective January 1 each year, and an additional 10% Junior Enlisted Pay Raise effective April 1, 2025. The annualized pay raise is 4.675% for FY 2025 and 3.975% for FY 2026. Per FY 2007 NDAA, pay tables are expanded to 40 years of service.

FY 2024 beginning strength was 253,904 and end strength was 251,412 using 261,200 workyears.

FY 2025 beginning strength was 251,412 and end strength is projected to be 252,705 using 264,232 workyears.

FY 2026 beginning strength will be 252,705 and end strength is projected to be 255,813 using 264,920 workyears.

There is a +\$545.8 million increase in the total Basic Pay requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization 1 Jan 25 raise of 4.5% on Basic Pay: +\$129.2 million
- (2) Pricing Increase due to 1 Jan 26 pay raise of 3.8% effect on Basic Pay: +\$341.5 million
- (3) Program Increase due to average strength increase of 688 from 264,232 to 264,920: +\$32.7 million
- (4) Program Increase due to changes in grade structure: +\$32.2 million
- (5) Increase due to Change in Reimbursables: +\$10.1 million

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	2,610	96,040	250,728	2,603	100,530	261,679	2,653	104,526	277,307
Senior Master Sergeant	5,118	76,972	394,107	5,423	80,570	436,933	5,582	83,773	467,620
Master Sergeant	24,708	66,363	1,639,702	24,705	69,424	1,715,125	25,885	72,184	1,868,478
Technical Sergeant	41,680	54,917	2,288,949	40,787	57,458	2,343,555	40,437	59,742	2,415,802
Staff Sergeant	56,421	44,740	2,524,271	54,213	47,418	2,570,694	55,403	49,303	2,731,550
Senior Airman	68,564	35,843	2,457,516	69,863	39,118	2,732,921	66,246	40,673	2,694,439
Airman First Class	45,409	29,221	1,326,911	47,904	31,715	1,519,279	50,097	32,976	1,651,986
Airman	8,131	26,752	217,519	9,283	29,466	273,536	9,629	30,638	295,010
Airman Basic	8,559	22,528	192,856	9,451	25,708	242,963	8,988	26,730	240,245
TOTAL BASIC PAY	261,200		11,292,559	264,232		12,096,685	264,920		12,642,437

(Amount in Thousands)

PROJECT: RETIRED PAY ACCRUAL - ENLISTED

FY 2026 Estimate 3,062,653
FY 2025 Estimate 3,189,660
FY 2024 Actual 3,358,331

PART I - PURPOSE AND SCOPE

Funds requested provide for the Department of Defense's contribution to its Military Retirement Fund, in accordance with Title 10 U.S.C., Section 1466. The Department of Defense (DoD) Office of the Actuary met on July 24, 2024 and established normal cost percentages (NCPs) for FY 2026 through Fiscal Year 2030. In accordance with the FY 2016 National Defense Authorization Act (NDAA), P.L. 114-92, Military Departments must properly fund the accounts associated with the enacted blended retirement system (BRS) effective January 1, 2018.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The budgetary estimates are derived as a product of:

- a) The total amount of Basic Pay (BP) expected to be paid during the fiscal year to service members of the Armed Forces.
- b) Retired Pay Accrual (RPA) Normal Cost Percentage (NCP) approved by the Department of Defense Military Retirement Fund Board of Actuaries. The full-time RPA is 30.0% for FY 2024, 26.6% for FY 2025, and 24.3% for FY 2026. The part-time RPA is 23.1% for FY 2024, 21.5% for FY 2025, and 22.6% for FY 2026.

There is a -\$127.0 million decrease in the total RPA requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization of raise on RPA: +\$32.0 million
- (2) Pricing Increase due to 1 Jan 26 pay raise effect on RPA: +\$84.5 million
- (3) Program Increase due to average strength increase of 688 from 264,232 to 264,920: +\$7.9 million
- (4) Program Increase due to changes in grade structure: +\$7.8 million
- (5) Pricing Decrease due to Reduction in Normal Cost Percentage (NCP) AC full-time rates: -\$258.0 million
- (6) Decrease due to Change in Reimbursables: -\$1.1 million

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Active Component									
Retired Pay Accrual - Full Time	252,568	12,909	3,260,393	253,205	12,130	3,071,380	254,383	11,545	2,936,913
Reserve Component									
Retired Pay Accrual - Part Time	8,632	11,346	97,938	11,027	10,726	118,280	10,537	11,933	125,740
Total Retired Pay Accrual	261,200	12,857	3,358,331	264,232	12,071	3,189,660	264,920	11,561	3,062,653

(Amount in Thousands)

PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS

FY 2026 Estimate	231,776
FY 2025 Estimate	212,523
FY 2024 Actual	202,170

PART I - PURPOSE AND SCOPE

The Fiscal 2016 National Defense Authorization Act (NDAA), Public Law 114-92, § 632(2), authorized the Secretary concerned to make contributions to the Thrift Savings Fund, in accordance with Title 5 U.S.C. § 8432 for the benefit of the member who falls under the new modernized retirement system, known as the Blended Retirement System (BRS). The Thrift Savings Fund is one aspect of the BRS. Automatic contributions of one (1) 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 to participate in the BRS. Once the member either reaches two years and one day after first entering uniformed service, or elects BRS the Service will provide matching contributions of no more than five (5) percent of the member's BP. The matching will continue until the member completes 26 years of service.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount the Service contributes is based on the percentage of BP service members elect to contribute to the Thrift Savings Fund. The Services began making automatic and matching Thrift Savings Plan contributions payments in Fiscal Year 2018 pursuant to the January 1, 2018 effective date of the BRS.

There is a +\$19.3 million increase in the total TSP requirement between FY 2025 and FY 2026. This change in requirement is based on basic pay raise along with increased participation assumptions as more personnel enter the blended retirement system (BRS) program in early implementation years.

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>	<u>Workyears</u>	<u>Rate</u>	<u>Amount</u>
Thrift Savings Plan (TSP) - Matching Contributions			202,170			212,523			231,776

PROJECT: INCENTIVE PAY - ENLISTED

FY 2026 Estimate	52,001
FY 2025 Estimate	70,776
FY 2024 Actual	63,097

PART I - PURPOSE AND SCOPE

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

The Fiscal 2024 National Defense Authorization Act (NDAA), Public Law No. 118.31, § 611 extends certain expiring bonus and special pay authorities as outlined under provisions of Title 37 U.S.C., § 351, § 334, § 351 and § 353 for one year, as follows:

- 1) Flying Duty Crew Member – A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained to qualify for this pay. The amount not to exceed \$250 per month, per DoD 7000.14-R Financial Management Regulation (FMR) Volume 7A Chapter 22, paragraph 2.13.1.
- 2) Flying Duty Non-Crew Member – Fully qualified in non-aircrew specialties and required to perform duties in-flight and on an occasional basis. Eligible for enlisted Airmen who are non-crew service members that are classified as "operational support flyers," and are not normally required for the aircraft to accomplish its assigned primary mission. The amount is paid at \$150 per month, per DoD 7000.14-R FMR Volume 7A, Chapter 22, paragraph 2.13.2.
- 3) Critical Skill Incentive Pay (CSIP) – CSIP is a unifying incentive pay which replaced Career Enlisted Flyer Incentive Pay (CEFIP), and Remote Piloted Aircraft (RPA) Sensor Operator Assignment Incentive Pay (both of which were discontinued in Fiscal Year 2018). The current rate paid ranges from \$225 per month for enlist Airmen with under 4 years of aviation service to \$600 per month for enlisted Airmen with more than 14 years of aviation service, per DoD 7000.14-R FMR Volume 7A, Chapter 22, paragraph 5.5.1.
- 4) Parachute Jumping – Incentive for hazardous duty to encourage enlisted Airmen to enter and remain on duty involving parachute jumping from an aircraft in aerial flight as authorized by Title 37 U.S.C. § 351. Members who perform a static-line (where the parachute is attached to a line in the airframe and opens automatically upon exit while in flight) jumping duty are entitled to pay at \$150 per month. Members, who perform duty involving parachute jumping free-fall (where the parachute opens through manual operation by the jumper based on their expertise and/or altitude) at a high altitude with a low opening (HALO) as an essential part of duty, are entitled to pay at the monthly rate of \$225. Rates specified in DOD 7000.14R Financial Management Regulation (FMR) Volume 7A, Chapter 24, Paragraph 3.3. NOTE: This pay does not apply to enlisted Air Force Special Warfare (AFSPECWAR) Airmen receiving Special Warfare Skill Incentive Pay (SWSIP).
- 5) Demolition – Explosive demolition as a primary duty including training for such duty. Paid to enlisted Airmen who demolish (with the use of explosives) underwater objects, obstacles, or explosives, or who recover and render harmless (by disarming or demolition) explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions in Title 37 U.S.C. §351 and DOD 7000.14R Financial Management Regulation (FMR) Volume 7A, Chapter 24, Paragraph 5.2 at a monthly rate of \$150. NOTE: This pay does not apply to enlisted Air Force Special Warfare (AFSPECWAR) Airmen receiving Special Warfare Skill Incentive Pay (SWSIP).

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

- 6) Special Warfare Skill Incentive Pay (SWSIP) – Formally pilot program Battlefield Airmen Skill Incentive Pay (BASIP). A monthly skill incentive pay to enlisted Airmen qualified and serving as Air Force Special Warfare (AFSPECWAR) Airmen, as defined in Department of the Air Force Policy Directive 10-35, dated February 1, 2017, as authorized by Title 37 U.S.C. § 353 and paid under specified conditions in accordance with DoD 7000.14-R FMR Volume 7A, Chapter 24, paragraph 15. Enlisted serving as AFSPECWAR Airmen conduct global access and direct engagement operations throughout ground domains that are often contested, denied, operationally limited, or occasionally permissive environments experiencing severe catastrophic or environmental conditions/disturbances. Enlisted serving as AFSPECWAR Airmen encompass the following critical Air Force Specialty Codes (AFSC): Pararescue (1Z1X1; formerly 1T2X1), Combat Control (1Z2XX; formerly 1X2X1), Tactical Air Control Party (1Z3XX; formerly 1C4X1), and Special Reconnaissance (1Z4XX; formerly 1W0X2, Special Operations Weather Team). Incentive pays range from \$150 to \$1,000 monthly depending on years of service. NOTE: Enlisted serving as AFSPECWAR Airmen receiving this entitlement that originally had received Parachute Jumping and Demolition incentive pays or Diving special pay, no longer receive those latter entitlements separately; the SWSIP rate is instead adjusted based on their eligibility. This continues pay entitlements to encourage early reporting of medical conditions or acceptance of special duty outside the career field when the identified actions might result in a loss of pay and/or become a disincentive to the career field and affect retention. This is not a dual entitlement. For example, the member is authorized pay under SWSIP (temporarily outside the career field or medically disqualified) or Parachute Jumping (fully qualified), but not both. The rate of pay is the same.
- 7) Experimental Stress – Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, and (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions at a rate up to \$150 per month, in accordance with DoD 7000.14-R FMR Volume 7A, Chapter 24, paragraph 6.2 and Title 37 U.S.C. § 351.
- 8) Chemical Munitions Handler – Duties in which enlisted Airmen handle chemical munitions or components of such munitions. Paid at a monthly flat rate of \$150 as authorized by Title 37 U.S.C § 351 and DoD 7000.14-R FMR Volume 7A, Chapter 24, Paragraph 10.3.
- 9) Toxic Fuel Handler – Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly flat rate of \$150 as authorized by Title 37 U.S.C § 351 and DoD 7000.14-R FMR Volume 7A, Chapter 24, Paragraph 7.3.
- 10) Toxic Pesticides – Duties in which frequent and regular exposure to highly toxic pesticides occur. Paid at a monthly rate of \$150 as authorized by Title 37 U.S.C § 351, in accordance with DoD 7000.14-R FMR Volume 7A, Chapter 24, paragraph 8.3.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a -\$18.8 million decrease in the total Incentive Pay requirement between FY 2025 and FY 2026. Change is primarily due to a reduction in overall Enlisted recipients.

Detailed cost computations are provided by the following table:

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

Flying Duty Crew Members

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	16	2,880	46	5	2,880	14	10	2,880	29
Senior Master Sergeant	37	2,880	107	19	2,880	55	21	2,880	60
Master Sergeant	119	2,880	343	85	2,880	245	79	2,880	228
Technical Sergeant	158	2,580	408	118	2,580	304	111	2,580	286
Staff Sergeant	220	2,280	501	162	2,280	369	203	2,280	463
Senior Airman	81	1,980	160	44	1,980	87	93	1,980	184
Airman First Class	5	1,800	9	0	0	0	6	1,800	11
Subtotal Flying Duty Crew	636		1,574	433		1,074	523		1,261
<u>Flying Duty Non-Crew Members</u>	0	0	0	257	1,800	463	363	1,800	653

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Career Enlisted Flyer Incentive Pay</u>									
Years Aviation Service									
Subtotal Career Enlisted Flyer Incentive Pay	0		0	0		0	0		0
<u>Critical Skills Incentive Pay</u>									
Years Aviation Service									
Less than 4	3,105	2,700	8,384	5,348	2,700	14,440	3,152	2,700	8,510
Over 4	3,101	4,200	13,024	2,728	4,200	11,458	2,266	4,200	9,517
Over 8	2,141	6,000	12,846	2,912	6,000	17,472	1,593	6,000	9,558
Over 14	1,493	7,200	10,750	1,322	7,200	9,518	880	7,200	6,336
Subtotal Critical Skills Incentive Pay	9,840		45,004	12,310		52,888	7,891		33,921
<u>Aviation Incentive Pay</u>									
Years Aviation Service									
Subtotal Aviation Incentive Pay	0		0	0		0	0		0
Subtotal Flying Duty Pay	10,476		46,578	13,000		54,425	8,777		35,835

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Parachute Jumping</u>	318	1,800	572	320	1,800	576	320	1,800	576
<u>Parachute HALO</u>	171	2,700	462	172	2,700	464	172	2,700	464
<u>Demolition</u>	1,631	1,800	2,936	1,691	1,800	3,044	1,667	1,800	3,001
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Special Warfare Skill Incentive Pay									
SWSIP Pararescue	548	7,192	3,941	544	7,188	3,910	560	7,191	4,027
SWSIP Combat Controller	613	6,935	4,251	613	6,935	4,251	607	6,937	4,211
SWSIP Special Reconnaissance	134	6,925	928	134	6,925	928	135	6,926	935
SWSIP Tactical Air Control Party	1,263	1,867	2,358	1,136	1,868	2,122	1,016	1,867	1,897
Subtotal SWSIP	2,558		11,478	2,427		11,211	2,318		11,070
<u>Other Incentive Duty Pay</u>									
Accel-Decel Subject	17	1,800	31	17	1,800	31	17	1,800	31
Chemical Munitions Handler	23	1,800	41	23	1,800	41	23	1,800	41
Hazardous Bio Org	1	1,800	2	0	0	0	0	0	0
Pressure Chamber Observer	103	1,800	185	99	1,800	178	99	1,800	178
Thermal Stress Experiments	3	1,800	5	3	1,800	5	3	1,800	5
Toxic Fuel Handler	441	1,800	794	438	1,800	788	437	1,800	787
Toxic Pesticides Duty	6	1,800	11	6	1,800	11	6	1,800	11
Weapons Control Crew	1	1,800	2	1	1,800	2	1	1,800	2
Subtotal Other Incentive Duty Pay	595		1,071	587		1,056	586		1,055
TOTAL INCENTIVE PAY	15,749		63,097	18,197		70,776	13,840		52,001

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

FY 2026 Estimate	107,949
FY 2025 Estimate	96,823
FY 2024 Actual	102,276

PART I - PURPOSE AND SCOPE

Funds provide special pay to enlisted service members for sea duty or duty outside the 48 contiguous states and the District of Columbia as designated by the Secretary of Defense under the provisions of Title 37 U.S.C., Sections 305a; for duty subject to hostile fire under the provisions of Title 37 U.S.C., Section 351; and for special pay for service members extending duty at designated locations overseas under the provisions of Title 37 U.S.C., Section 352.

- (1) Personal Money Allowance for the Chief Master Sergeant of the Air Force (CMSAF) – Authorized for enlisted service members who assume the role as the senior-most enlisted member of their Military Service under the provisions of Title 37 U.S.C., Sections 413 and 414. This allowance is in addition to any other pay or allowance authorized. Personal Money Allowance is authorized \$2,000 a year while serving (\$166.67/month).
- (2) Sea Duty Pay – Authorized to service members under the provisions of Title 37 U.S.C., Section 305a who: (a) are permanently or temporarily assigned to a ship; (b) serve as a service member of the crew of a two (2) crewed submarine; (c) serve as a service member of a tender-class ship (with the hull classification of submarine or destroyer); or (d) are permanently or temporarily assigned to a ship and whose primary mission is normally accomplished while in port, but only during a period while the ship is away from its homeport.
- (3) Overseas Tour Extension Incentive Pay (OTEIP) – Purpose is to induce enlisted service members in specific "critical skill" classifications to extend their tours for the convenience of the government. Some military specialties are imbalanced, in that, there are more positions overseas than in the United States. This results in members being reassigned overseas after less than two (2) years in the United States. This is a career irritant resulting in many voluntary separations. A financial incentive for extending tours overseas helps alleviate these problems as well as conserve Permanent Change of Station (PCS) funds. The rate payable is \$80/month, or a \$2,000 lump sum authorized under the provisions of Title 10 U.S.C., Section 705 and Title 37 U.S.C., Section 352.
- (4) Continuation Pay (CP) – The National Defense Authorization Act (NDAA) 2016, P.L. 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system, known as the Blended Retirement System (BRS). CP is one aspect of the BRS. Members of the Uniformed Services who are covered by this BRS are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligatory service. This one (1) time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services began making payments in FY 2018, pursuant to the January 1, 2018, effective date of the BRS.
- (5) Diving Duty Pay – Authorized for enlisted Airmen of the Air Force under the provisions of Title 37 U.S.C., Section 304. Special pay to compensate for the difficulty, risk, and high level of training required to perform tactical military diving operations. Tactical diving duty includes conducting diving operations in support of operational mission requirements such as rescue, recovery, search, reconnaissance, and infiltration/exfiltration. Operations are open and/or closed-circuit diving profiles in all maritime environments including, but not limited to day/night subsurface operations in open ocean, littoral, port, harbor, and in the vicinity of maritime vessels and structures/buildings as needed to meet tactical objectives. The specific amount to be paid is determined by the Secretary of the Air Force. Although the maximum amount authorized by law is \$340/month for enlisted service members, the amounts paid by the Air Force are either \$110 or \$150/month based on divers' skill levels, responsibility, hazard, and need for the incentive. NOTE: This pay does not apply to enlisted Air Force Special Warfare (AFSPECWAR) Airmen receiving SWSIP. This is not a dual entitlement.
- (6) Foreign Language Proficiency Bonus (FLPB) – Authorized in Title 37 U.S.C., Section 353(b)(1) for commissioned officers and enlisted service members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List (SLL) or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient enlisted service members are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) assigned to military duties requiring such a proficiency; or (c) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a need. The monthly rate shall not exceed \$500/month for a single language, or \$1,000/month for any combination of languages, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 19, Paragraph 2.5.2.

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- (7) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) – Paid to members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a member is on official duty in a designated IDP area. The Fiscal 2012 National Defense Authorization Act modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a member is: (a) subjected to hostile fire or explosion of a hostile mine, or (b) on duty in an area in close proximity to a hostile fire incident and the member is in danger of being exposed to the same dangers actually experienced by other service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action. If a member receives HFP, IDP cannot be received. See DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 10 for guidance.
- (8) Hardship Duty Pay (HDP) – Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C. § 305. The payment is based on member's designated locations. Hardship Duty Pay is payable to members at a monthly rate not to exceed \$150, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 17.
- (9) Critical Skills Retention Bonus (CSRB) – Authorized under Title 37 U.S.C. § 355 allows the payment of a retention bonus to enlisted service members serving on active duty and qualified in a designated critical military skill.
- (10) Assignment Incentive Pay (AIP):
 - a. Air Force Special Operations Command (AFSOC) Air Operations Flight Assignment Incentive Pay – Incentive pay of \$750 per month to enlisted Airmen (RegAF) who have a post-training cumulative unit assignment time of less than 36 months and \$500 per month for enlisted Airmen who have a post-training cumulative unit assignment time of 36 months or more, as authorized by Title 37 U.S.C. § 352 and DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, paragraph 5.5. These enlisted Airmen are assigned to the HQ AFSOC serving in identified enlisted operator positions on the unit manning document (UMD). These enlisted Airmen as well must successfully complete the unit's required initial training course prior to eligibility. AFSOC Air Operations Flight AIP remains currently effective through 31 December 2024.
 - b. Alice Springs Assignment Incentive Pay – Incentive pay of \$500 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.6 to enlisted Airmen (RegAF) who are permanently assigned to Alice Springs, Australia. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Airmen at this austere location. IAW DoDI 1340.26, this incentive pay has been activated from 1 October 2020 and extended to December 2025 to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - c. Burlington Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.2 to enlisted Airmen (RegAF) who are permanently assigned to the 158th Fighter Wing, South Burlington, Vermont as part of the 315th Fighter Squadron which is integrated with the Vermont Air National Guard (VTANG). This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges affecting the unit's ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended until 22 December 2023 to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
 - d. Cavalier Assignment Incentive Pay – Incentive pay of \$700 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.7 to enlisted Airmen (RegAF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Space Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 and extended until 31 December 2023 in order to offset the

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

- e. Homestead Assignment Incentive Pay – Incentive pay of \$500 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.2, to enlisted Airmen (RegAF) who are permanently assigned to the 482d Fighter Wing, Homestead Air Reserve Base, Florida. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended until 22 December 2023 to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- f. Kingsley Field Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.10. 173rd Fighter Wing, Kingsley Field, Klamath Falls, Oregon. IAW DoDI 1340.26, this incentive pay month to enlisted Airmen (RegAF, ANG, & AFR) authorized under Title 37 U.S.C. § 352. The Secretary of the Air Force approved and authorized Kingsley Field AIP effective 18 July 2016 through 31 December 2021. Eligible recipients of Kingsley Field Assignment Incentive Pay are enlisted Airmen assigned to the has been activated from 1 January 2019 and extended to 31 December 2024 to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- g. Korea Assignment Incentive Pay (KAIP) – Incentive pay of \$300 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.11, to enlisted Airmen (RegAF) authorized under the Fiscal 2005 National Defense Authorization Act § 617. The Korea AIP is an enduring incentive pay to enlisted Airmen assigned to an installation in the Republic of Korea who volunteer to extend their service or tours of duty.
- h. Madison Assignment Incentive Pay – Incentive pay of \$400 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.2, to enlisted Airmen (RegAF) who are permanently assigned to the 115th Fighter Wing, Truax Field, WI as part of the 378th Fighter Squadron. This incentive pay assists the enlisted Airmen and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Airmen. IAW DoDI 1340.26, this incentive pay has been activated from 1 January 2019 and extended until 22 December 2024 to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location.
- i. Turkey Assignment Incentive Pay – Incentive Pay of \$300 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.12, to enlisted Airmen (RegAF) being authorized under Title 37 U.S.C. § 352, wherein the Secretary of the Air Force approved and authorized Turkey AIP with effective dates 29 August 2016 through 31 December 2018; subsequently, the SecAF extended the program to 31 December 2025. Eligible recipients are enlisted Airmen assigned to Turkey serving a 12-month unaccompanied tour and who agree to serve a total of 24 months.
- j. 724th STG Operator Assignment Incentive Pay – Incentive pay of \$750 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.4, to enlisted Airmen (RegAF) with a cumulative assignment time of less than 48 months and \$1,000 per month to enlisted Airmen (RegAF) with a cumulative assignment time of 48 months or more to trained, enlisted Airmen (RegAF) serving as operators in the special warfare (SPECWAR) community and certified Federal Aviation Administration (FAA) air traffic controllers (ATC). This incentive pay is authorized by Title 37 U.S.C. § 352 and the Secretary of the Air Force for their willingness to be the first deployed into combat areas by air, land, or sea. Duties involve deploying undetected into combat and hostile environments to establish assault zones or airfields in support of direct action and global access missions. These enlisted Airmen are assigned to the 724th Special Tactics Group serving in identified enlisted operator positions on the unit manning document (UMD). 724 STG Operator AIP is an enduring incentive pay, has been extended through 31 December 2025, and is transitioning to a phased reduction through Fiscal Year 2026 to encourage healthier crossflow of critical expertise.

PROJECT: SPECIAL PAY - ENLISTED

- k. Cyber AIP – The purpose of this executive summary is to request approval for Cyber Assignment Incentive Pay (CAIP). CAIP will utilize a tiered system based on work roles and associated proficiency levels directly contributing to, or in support of, Cyber Effects Operations (CEO). Active Duty members may earn up to \$1,500 per month for being certified in accordance with USCYBERCOM, National Security Agency (NSA), or equivalent Job Qualification Requirements (JQR) and performing duties in authorized work roles. This incentive pay will recruit and retain skilled and certified cyber professionals executing critical operations vital to national security. Implementation of this incentive will ensure that we build and maintain a strong and proficient cyber workforce capable of effectively responding to emergent cyber threats and continue to outpace our adversaries.
 - l. Cold Weather Assignment Incentive Pay – Incentive pay of no less than \$500 for designated temperatures -20 degrees and above to a maximum of \$5,000 for designated temperatures -50 degrees and below. National Defense Authorization Act for FY 2023, (PL 117-263, Sec 603) authorizes personnel assigned to qualifying cold weather locations who sign an agreement to serve the prescribed tour length are eligible to receive Cold Weather Assignment Incentive Pay (AIP-CW) in the designated amount, in accordance with Department of Defense Instruction (DoD I) 1340.26, Assignment and Special Duty Pays and Department of the Air Force Instruction (DAFI) 36-3012, Military Entitlements, under the authority of 37 U.S.C. § 352a2.
 - m. Atlantic City Assignment Incentive Pay – Incentive Pay of \$400 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1., to enlisted Airmen (RegAF) being authorized under Title 37 U.S.C. § 352, wherein the Secretary of the Air Force (SecAF) approved and authorized Assignment Incentive Pay with effective dates 22 December 2023 through 31 December 2024; Eligible recipients are enlisted Airmen assigned to the 306th Fighter Squadron Atlantic City, New Jersey.
 - n. 491st Assignment Incentive Pay – Incentive Pay of \$500 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1., to enlisted Airmen (RegAF) being authorized under Title 37 U.S.C. § 352, wherein the Secretary of the Air Force (SecAF) approved and authorized Assignment Incentive Pay with effective dates 18 January 2024 through 31 December 2025; Eligible recipients are enlisted Airmen assigned to the 491st Attack Squadron, Hancock Field, NY.
 - o. 491nd Assignment Incentive Pay – Incentive Pay of \$500 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.1., to enlisted Airmen (RegAF) being authorized under Title 37 U.S.C. § 352, wherein the Secretary of the Air Force (SecAF) approved and authorized Assignment Incentive Pay with effective dates 18 January 2024 through 31 December 2025; Eligible recipients are enlisted Airmen assigned to the 492nd Attack Squadron, March Air Reserve Base, CA.
- (11) College Loan Repayment Program (CLRP) – Authorized by Title 10 U.S.C. § 2171 and P.L. 99-145, Title VI, § 671, CLRP was a recruiting initiative designed to attract the college-bound/post-college/dropout population. Enlisted Airmen must agree to enlist in specified military specialties to qualify. Maximum amount per recruit will not exceed \$65,000. This program will be reviewed annually for applicability. NOTE: This program was paused in Fiscal Year 2014 and in Fiscal year 2023 restarted.
- (12) Pay and Allowance Continuation (PAC) – Authorized under Title 37 U.S.C. § 328 and DoD FMR Volume 7A, Chapter 13, Paragraph 130203(A) - The Secretary of Defense authorized the continued payment of pay and allowances to service members of the Regular or Reserve Components under the Pay and Allowance Continuation Program effective May 15, 2008. Members of the Regular or Reserve Components who, in the line of duty, incurred a wound, injury, or illness while serving in a combat operation or a combat zone, while serving in a hostile fire area, or while exposed to a hostile fire event (regardless of location), and are hospitalized for treatment of the wound, injury, or illness shall continue to receive the pay and allowances he/she received at the time of

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

PART II - JUSTIFICATION OF FUNDS REQUESTED

Amounts are computed by applying statutory or average rates to the average numbers of personnel programmed to be eligible. These areas support the national defense mission.

There is a +\$11.1 million increase in the total Special Pay requirement between FY 2025 and FY 2026. Change is primarily due to expected Program Increase in Continuation Pay and AIP recipients.

Detailed cost computations are provided by the following table:

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Personal Money Allowance (CMSAF)	1	2,000	2	1	2,000	2	1	2,000	2
Sea and Foreign Duty-Total									
Overseas Tour Extension Pay	98	2,000	196	98	2,000	196	100	2,000	200
Subtotal Sea and Foreign Duty-Total	98		196	98		196	100		200
Continuation Pay	720	10,302	7,402	696	10,764	7,490	847	11,192	9,475
Diving Duty Basic	25	1,320	33	25	1,320	33	25	1,320	33
Diving Duty Pararescue	123	1,800	221	123	1,800	221	123	1,800	221
Foreign Language Proficiency Bonus	5,945	5,363	31,859	6,814	5,386	36,700	6,307	5,617	35,426
Hostile Fire Pay	5,966	2,700	16,109	5,555	2,700	14,999	5,586	2,700	15,082
Hardship Duty Location Pay	12,211	1,200	14,653	12,330	1,200	14,796	11,492	1,200	13,790

(Amount in Thousands)

PROJECT: SPECIAL PAY - ENLISTED

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Assignment Incentive Pay									
AFSOC Air Ops Flight AIP	10	7,500	75	25	13,200	330	17	13,059	222
Alice Springs AIP	41	6,000	246	41	6,000	246	41	6,000	246
Burlington AIP	50	4,800	240	0	0	0	0	0	0
Homestead AIP	166	6,000	996	0	0	0	0	0	0
Korea AIP	650	3,600	2,340	650	3,600	2,340	650	3,600	2,340
Kingsley Field AIP	77	4,800	370	81	4,800	389	81	4,800	389
Madison AIP	38	4,800	182	38	4,800	182	38	4,800	182
Turkey AIP	256	12,000	3,072	256	12,000	3,072	256	12,000	3,072
724th STG Operator AIP	157	11,083	1,740	157	11,083	1,740	157	11,083	1,740
Cyber AIP	794	4,213	5,057	794	6,369	5,057	794	6,369	5,057
Cold Weather AIP	1,031	1,595	1,644	1,031	1,595	1,644	5,650	2,316	13,086
491st Attack Sq Hancock NY AIP	52	6,000	312	52	6,000	312	52	6,000	312
492nd Attack Sq March ARB CA AIP	47	6,000	282	47	6,000	282	47	6,000	282
306 FS Atlantic City NJ AIP	47	6,000	282	47	6,000	282	47	6,000	282
Subtotal Assignment Incentive Pay	3,416		16,838	3,219		15,876	7,830		27,210
College Loan Payback Program	27,690	540	14,953	325	20,000	6,500	325	20,000	6,500
Pay and Allowance Continuation (PAC)	8	1,260	10	8	1,260	10	8	1,260	10
TOTAL SPECIAL PAY	56,203		102,276	29,194		96,823	32,644		107,949

(Amount in Thousands)

PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED

FY 2026 Estimate	97,196
FY 2025 Estimate	90,894
FY 2024 Actual	91,879

PART I - PURPOSE AND SCOPE

The Special Duty Assignment Pay (SDAP) is authorized by Title 37 U.S.C. § 352 and is a monetary allowance to compensate enlisted service members who serve in duties which are extremely difficult and/or duties which involve an unusual degree of responsibility in a military skill.

PART II - JUSTIFICATION OF FUNDS REQUESTED

SDAP is currently authorized for recruiters, Basic Military Training (BMT) instructors, Human Intelligence (HUMINT) debriefers, Combat Controllers (CCT), Pararescue (PJ) operators, Command Chief Master Sergeants, First Sergeants, Defense Attaché Office (DAO) liaisons, enlisted Air Force Specialty Codes (AFSCs) critical to the Nuclear Enterprise, Air Force Office of Special Investigations (AFOSI) agents, Air Traffic Control (ATC) supervisors, Postal and National Defense Advisory Commission (NDAC) enablers, Tactical Air Command and Control Party (TACP) operators, enlisted weapons directors, parachute instructors, test parachute program, Special Reconnaissance operators, Phoenix Raven Security Forces defenders, Forward Area Refueling Point (FARP) enablers, flying crew chiefs, defense couriers, enlisted Airmen of joint and headquarters operational and support commands, enlisted Airmen of special government agencies, , air transportation, and classified Air Force projects. These are extremely difficult duties that may involve an unusual degree of responsibility in military skill. The Air Force conducts SDAP reviews and requires periodic justification of these duties, resulting in changes as needed. This program is dynamic, and additions or deletions of skills are required throughout the year.

There is a +\$6.3 million increase in the total SDAP requirement between FY 2025 and FY 2026. The change is primarily due to change in overall enlisted work-years.

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

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
SD-6 (\$450)	5,931	32,028	5,735	30,969	5,959	32,179
SD-5 (\$375)	2,121	9,544	1,985	8,933	1,903	8,564
SD-4 (\$300)	2,543	9,154	3,378	12,161	3,308	11,909
SD-3 (\$225)	8,159	22,029	6,803	18,368	7,573	20,447
SD-2 (\$150)	9,528	17,150	10,708	19,274	12,586	22,655
SD-1 (\$75)	2,193	1,974	1,321	1,189	1,602	1,442
TOTAL SPECIAL DUTY ASSIGNMENT PAY	30,475	91,879	29,930	90,894	32,931	97,196

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

FY 2026 Estimate	176,842
FY 2025 Estimate	172,448
FY 2024 Actual	170,795

PART I - PURPOSE AND SCOPE

A Selective Retention Bonus (SRB) is authorized by Title 37 U.S.C. § 331 as an incentive to attract additional reenlistments in critical military specialties which are characterized by retention levels insufficient to sustain the career force at an adequate level as well as retain vital experience necessary to meet current and emerging missions. An SRB is a retention tool used to address reenlistment problems between seventeen (17) months to twenty (20) years of total active federal military service. The bonus amount is calculated by multiplying the member's base pay by the number of years and months of reenlistment multiplied by the SRB multiplier. The Air Force pays SRBs under the installment program by paying 50 - 100% upon the reenlistment date with the remainder paid in equal annual payments on the anniversary of the member's reenlistment date (if applicable). Average rates paid change in connection with multiples authorized, years of reenlistment, and annual pay raises.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Maintaining skilled manning in line with requirements as well as retaining essential experience required to meet current and emerging missions is the intent of the SRB. The Air Force competes with the civilian sector for highly marketable skills and as retention continues to be a top priority, expanded monetary inducements are required to keep highly trained and experienced Air Force enlisted Airmen. These bonuses as well as the required funding are critical to the Air Force's current growth plan in order to address key gaps in nuclear, maintenance, cyber, intelligence, remotely piloted aircraft, and support.

For shortage skills, the Air Force continually evaluates the SRB program and offers bonuses where appropriate. Other initiatives to fill shortage skills include increased promotion opportunity to enlisted Airmen in chronic critical shortage skills; retraining enlisted Airmen from overage skills into shortage skills; and returning previously qualified specialists to shortage skills.

There is a +\$4,394.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to average bonus amount increase: +\$1,663.0 thousand
- (2) Program Increase due to larger reenlistment target population: +\$2,731.0 thousand

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Initial Payments	5,000	27,000	135,000	4,300	30,233	130,000	4,300	30,233	130,000
Anniversary Payments	4,559	7,852	35,795	5,121	8,289	42,448	5,438	8,614	46,842
Accelerated Payments	0	0	0	0	0	0	0	0	0
TOTAL	9,559		170,795	9,421		172,448	9,738		176,842

(Amount in Thousands)

PROJECT: SELECTIVE RETENTION BONUS - ENLISTED

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations (FY23 & Prior)	4,559	35,795	3,121	22,448	1,211	11,213
Accelerated Payments						
Prior Year FY 2024						
Initial Payments	5,000	135,000				
Anniversary Payments			2,000	20,000	1,765	11,013
Current Year FY 2025						
Initial Payments			4,300	130,000		
Anniversary Payments					2,462	24,616
Budget FY 2026						
Initial Payments					4,300	130,000
Anniversary Payments						
Total						
Initial Payments	5,000	135,000	4,300	130,000	4,300	130,000
Anniversary Payments	4,559	35,795	5,121	42,448	5,438	46,842
Total SRB	9,559	170,795	9,421	172,448	9,738	176,842

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2026 Estimate	140,987
FY 2025 Estimate	46,600
FY 2024 Actual	66,600

PART I - PURPOSE AND SCOPE

An Initial Enlistment Bonus (IEB) is authorized by Title 37 U.S.C. § 331 and DOD Instruction 1304.31, Enclosure 3, as an incentive to induce individuals to enlist for a period of at least four (4) or six (6) years in specific, critical military skills. The IEB program was implemented to: (a) improve our ability to sustain our critical/technical skills by incentivizing initial enlistment for six (6) years instead of four (4); (b) position the Air Force for a better return on our recruiting and training investment; (c) provide Recruiting Service (RS) another tool to help attract new recruits with technical abilities into our United States Air Force; and (d) with anticipated improved retention through the first six (6) years, reduce our non-prior service goal. The maximum bonus authorized by law is \$75,000 for a minimum two (2) year period, increased by the Fiscal 2023 National Defense Authorization Act (NDAA), Public Law 117-54, § 602.

The Air Force evaluates the IEB program each fiscal year to ensure the most critical Air Force Specialties (AFS) are targeted to meet critical accession requirements. We utilize force management data along with accession requirements, and first term enlisted Airmen attrition rates, to project bonus payments for the IEB program. Since the critical skills vary from year-to-year, the career fields and associated bonus amounts can vary. Enlisted Airmen contracted under an IEB will not receive their IEB payment until completion of their required training. Since formal training for each AFS varies, it is possible some contracted bonuses may have delayed payments exceeding two (2) years. For example, an Airman may have been contracted under the Fiscal Year (FY) 2024 IEB authorization when they enlisted but will not receive their bonus payment until they complete their training in FY 2025.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds are required for the hardest to fill skills, and typically these consist of the USAF's enlisted Air Force Special Warfare (AFSPECWAR) Airmen careers (such as Combat Control, Pararescue and Explosive Ordnance Disposal (EOD)), or other types of critical career fields, such as, and Cyber Systems Security, Missile and Space systems, Security Forces, and Cryptologic Language Analyst enlisted Airmen.

There is a +\$94,387.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Program Increase due to larger number of members receiving initial bonuses: +\$115,751.0 thousand
- (2) Pricing Decrease due to average bonus amount decrease: -\$21,364.0 thousand

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

(Amount in Thousands)

PROJECT: ENLISTMENT BONUS

FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
0	1,000	0	0	1,000	0	0	1,000	0
0	1,500	0	0	1,500	0	0	1,500	0
300	2,000	600	300	2,000	600	0	2,000	0
0	2,500	0	0	2,500	0	19,579	2,500	48,948
0	3,000	0	0	3,000	0	0	3,000	0
1,000	4,000	4,000	1,000	4,000	4,000	0	4,000	0
600	5,000	3,000	1,600	5,000	8,000	1,753	5,000	8,765
400	6,000	2,400	400	6,000	2,400	0	6,000	0
0	7,000	0	0	7,000	0	0	7,000	0
200	8,000	1,600	200	8,000	1,600	1,423	8,000	11,384
0	9,000	0	0	9,000	0	0	9,000	0
0	10,000	0	0	10,000	0	1,351	10,000	13,510
0	11,000	0	0	11,000	0	0	11,000	0
0	12,000	0	0	12,000	0	0	12,000	0
0	13,000	0	0	13,000	0	0	13,000	0
0	14,000	0	0	14,000	0	0	14,000	0
0	15,000	0	0	15,000	0	0	15,000	0
0	16,000	0	0	16,000	0	0	16,000	0
0	17,000	0	0	17,000	0	0	17,000	0
0	18,000	0	0	18,000	0	0	18,000	0
0	19,500	0	0	19,500	0	0	19,500	0
916	20,000	18,320	500	20,000	10,000	0	20,000	0
0	30,000	0	0	30,000	0	140	30,000	4,200
917	40,000	36,680	500	40,000	20,000	0	40,000	0
0	50,000	0	0	50,000	0	400	50,000	20,000
0	65,000	0	0	65,000	0	287	65,000	18,655
0	75,000	0	0	75,000	0	207	75,000	15,525
Total	4,333	66,600	4,500		46,600	25,140		140,987

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 2026 Estimate 5,306,929
FY 2025 Estimate 4,956,878
FY 2024 Actual 4,801,125

PART I - PURPOSE AND SCOPE

In the Fiscal 1998 National Defense Authorization Act, Congress approved the payment of a Basic Allowance for Housing (BAH) to service members. BAH provides service members a monthly allowance for housing intended to subsidize costs of residing in an assigned locality, and consists of BAH, BAH Differential (BAH-Diff), Partial BAH, Overseas Housing Allowance (OHA), Moving-In Housing Allowance (MIHA), and Family Separation Housing (FSH). The BAH combines housing payments formerly provided by Basic Allowance for Quarters (BAQ), Variable Housing Allowance (VHA) and Family Separation Allowance Type I. Payment to service members is authorized by revisions to Title 37 U.S.C. § 403 and 475 for OHA.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The January 1, 2025 BAH inflation rate assumption is 4.3%, on average. The January 1, 2026 BAH inflation rate assumption is 4.3%, on average. This amount reflects the full amount of anticipated inflation for housing expenses in 2026.

It should be noted that average BAH increases are budgetary planning factors and actual rates will continue to be set by the individual location based on the current local rental housing market survey process and will be implemented by grade and dependency status.

There is a +\$353.9 million increase in the total BAH requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization 1 Jan 25 inflation rate of 4.3% on BAH: +\$44.4 million
- (2) Pricing Increase due to Housing Allowance rate 1 Jan 26 increase of 4.2%: +\$130.9 million
- (3) Pricing Increase due to MIHA rate increases: +\$0.2 million
- (4) Pricing Increase due to OHA rate increases: +\$11.4 million
- (5) Program Increase due to change in expected BAH recipients: +\$13.4 million
- (6) Program Increase due to changes in grade structure: +\$149.0 million
- (7) Increase due to Change in Reimbursables: +\$4.6 million

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

With Dependents

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Grade									
Chief Master Sergeant	2,055	31,370	64,465	2,049	32,719	67,042	2,089	34,093	71,220
Senior Master Sergeant	3,594	29,741	106,888	3,808	31,019	118,122	4,026	32,322	130,127
Master Sergeant	17,027	28,580	486,632	17,018	29,808	507,275	18,314	31,060	568,825
Technical Sergeant	25,683	27,461	705,279	25,134	28,641	719,874	25,581	29,844	763,437
Staff Sergeant	26,029	24,354	633,901	25,024	25,400	635,620	26,086	26,467	690,416
Senior Airman	19,921	23,404	466,235	20,353	24,411	496,835	19,759	25,436	502,585
Airman First Class	8,737	22,712	198,434	9,446	23,689	223,767	9,635	24,684	237,828
Airman	949	22,541	21,391	1,083	23,511	25,462	1,124	24,497	27,535
Airman Basic	802	22,298	17,883	886	23,257	20,606	842	24,233	20,404
Subtotal with Dependents	104,797		2,701,108	104,801		2,814,603	107,456		3,012,377

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears		Amount	Workyears		Amount	Workyears		Amount
Differential	87		313	88		330	88		344
<u>Without Dependents - Full Allowance</u>									
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	228	27,011	6,159	227	28,172	6,395	232	29,356	6,811
Senior Master Sergeant	603	26,013	15,686	639	27,132	17,337	667	28,271	18,857
Master Sergeant	3,427	23,927	81,999	3,427	24,956	85,525	3,640	26,004	94,656
Technical Sergeant	8,571	22,230	190,533	8,360	23,186	193,833	8,431	24,160	203,689
Staff Sergeant	19,885	20,166	400,996	19,065	21,033	400,991	19,799	21,916	433,919
Senior Airman	32,874	17,598	578,503	33,426	18,354	613,511	32,208	19,125	615,984
Airman First Class	7,346	17,380	127,674	7,692	18,127	139,436	8,104	18,889	153,074
Airman	285	17,100	4,874	325	17,836	5,797	338	18,585	6,282
Airman Basic	17	16,705	284	19	17,423	331	18	18,155	327
Subtotal without Dependents (Full)	73,236		1,406,708	73,180		1,463,156	73,437		1,533,599
<u>Without Dependents - Partial Allowance Standard Rate</u>									
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	6	223	1	6	233	1	6	243	1
Senior Master Sergeant	15	184	3	16	192	3	16	200	3
Master Sergeant	93	144	13	93	150	14	97	157	15
Technical Sergeant	287	119	34	280	124	35	278	129	36
Staff Sergeant	830	104	87	796	109	87	815	113	92
Senior Airman	6,296	97	612	6,402	101	649	6,083	106	642
Airman First Class	27,389	93	2,560	28,680	97	2,796	30,217	102	3,069
Airman	6,507	86	562	7,429	90	669	7,706	94	724
Airman Basic	6,706	83	555	7,405	86	639	7,042	90	634
Subtotal BAH Domestic Partial - Standard Rate	48,129		4,427	51,107		4,893	52,260		5,216
<u>BAH Partial - Higher than Standard Rate</u>	0		0	0		0	0		0
Subtotal BAH Domestic Partial			4,427			4,893			5,216
TOTAL BAH - DOMESTIC			4,112,556			4,282,982			4,551,536

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - ENLISTED**With Dependents**

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	165	35,327	5,829	165	34,897	5,758	168	35,286	5,928
Senior Master Sergeant	426	32,582	13,880	451	31,878	14,377	559	32,184	17,991
Master Sergeant	2,059	32,352	66,613	2,059	31,990	65,867	2,594	32,223	83,587
Technical Sergeant	3,047	31,231	95,161	2,972	31,004	92,143	3,555	31,487	111,937
Staff Sergeant	3,062	29,260	89,593	2,936	29,161	85,616	3,616	29,488	106,627
Senior Airman	1,794	28,521	51,166	1,824	28,189	51,417	2,084	28,896	60,220
Airman First Class	456	28,456	12,976	477	27,788	13,255	503	28,076	14,122
Airman	31	28,290	877	35	27,086	948	37	27,351	1,012
Airman Basic	3	28,000	84	3	27,000	81	3	27,333	82
Subtotal with Dependents	11,043		336,179	10,922		329,462	13,119		401,506

Without Dependents

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	25	28,133	703	25	26,483	662	25	26,000	650
Senior Master Sergeant	96	26,775	2,570	102	25,350	2,586	108	25,177	2,719
Master Sergeant	686	26,133	17,927	686	25,458	17,464	738	25,237	18,625
Technical Sergeant	2,114	25,248	53,374	2,062	24,878	51,299	2,106	25,011	52,674
Staff Sergeant	4,917	23,939	117,709	4,714	23,769	112,045	4,959	23,801	118,031
Senior Airman	5,604	23,936	134,136	5,698	23,498	133,890	5,562	23,967	133,303
Airman First Class	763	23,846	18,195	799	23,102	18,458	842	23,310	19,627
Airman	16	22,682	363	18	21,640	390	19	21,841	415
Airman Basic	4	22,586	90	4	22,291	89	4	22,713	91
Subtotal without Dependents	14,225		345,067	14,108		336,883	14,363		346,135
Moving-In Housing Allowance	894	8,191	7,323	902	8,371	7,551	907	8,547	7,752
TOTAL BAH - OVERSEAS			688,569			673,896			755,393
GRAND TOTAL BAH			4,801,125			4,956,878			5,306,929

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2026 Estimate	1,668,417
FY 2025 Estimate	0
FY 2024 Actual	0

PART I - PURPOSE AND SCOPE

The **Basic Allowance for Subsistence** account provide for the payment of subsistence allowances to active-duty enlisted Airmen under the provisions of Title 37 U.S.C. § 402.

The **Subsistence In Kind (SIK)** account provides subsistence to active-duty enlisted Airmen when they do not receive an allowance for subsistence. Funds requested also provide for operationa rations, augmentation rations, testing of new food items, medical dining facilities and payment for meals furnished under contract at commercial facilities where the payment of the commuted ration under the provisions of Title 10 U.S.C. § 4561, 6081 and 9561.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The requirement is based on the average number of enlisted Airmen entitled to receive several types of allowances.

All enlisted members, except those in basic training and others in accordance with Title 37 U.S.C. § 402, will receive Basic Allowance for Subsistence (BAS). All Air Force E-6s and below who are assigned to single-type government quarters and are directed to use the dining facility will have three meals a day deducted from their pay, whether meals are eaten or not. The discounted meal rate is determined annually by the Office of the Under Secretary of Defense (OUSD) Comptroller and is effective the first of each January. Charges at the discounted meal rate are deducted directly from the member's pay account, leaving a residual amount of BAS in the member's pay.

The monthly BAS rate is computed by the preceding year rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years. Funding requirements include inflation rates of 1.7% for 2024, 1.2% for 2025, and 3.4% for 2026 effective January 1 each year.

There are scheduled, emergency, and contingency situations at times requiring additional funds be provided to unaccompanied enlisted Airmen housed in government quarters (e.g., dormitories) that are forced to subsist on the economy due to the temporary (or on rare occasion, permanent) closure of a dining facility (DFAC) on their installation. For circumstances such as these, BAS Type II is made available to eligible enlisted Airmen and the authority contained within Title 37 U.S.C. § 402. Prior to distribution of any additional funds on top of their normal BAS and removal from essential unit messing (ESM) status, each scenario is examined by a number of HQ/Air Staff, Major Command, and Wing-level organizations to ensure there is a bona fide need as well as funds availability. Typically, these enlisted Airmen lack the storage space or preparatory facilities in support of their subsistence, and therefore must rely on commercial arrangements until the Dining Facilities/Cafeteria (DFAC) becomes available once more

The monthly BAS Type II rate is computed by the preceding year BAS rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years, Per the DOD 700.14-R Financial Management Regulation (FMR) Volume 7A, Chapter 25, the new BAS the rate is doubled. Allocation of this entitlement is then scrutinized throughout its duration, with a mandate for further justification regarding extensions. Funding requirements include inflation rates o 1.7% for 2024, 1.2% for 2025, and 3.4% for 2026 effective January 1 each year.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

SIK costs for active-duty enlisted Airmen not receiving an allowance for subsistence are computed by multiplying the Basic Daily Food Allowance (BDFA) by the estimated number entitled to the allowance. The BDFA, which represents the cost of meals for one person for one day, is based on actual experience. Funding requirements include inflation rates of 1.7% for 2024, 1.2% for 2025, and 3.4% for 2026 effective January 1 each year. Other SIK elements are computed at the contract rate per unit.

There is a +\$49.3 million increase in the Subsistence for Enlisted Personnel requirement between FY 2025 and FY 2026. The requirement change is due to:

Increase Due to Enlisted Subsistence Move from BA04: +\$1,608,005.0

Basic Allowance for Subsistence

There is a +\$41.4 million increase in the total BAS requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization 1 Jan 25 inflation rate of 1.2% on BAS: +\$9.3 million
- (2) Pricing Increase due to 1 Jan 26 inflation rate of 3.4% effect on BAS: +\$31.9 million
- (3) Program Increase due to workyear increase: +\$5.7 million
- (4) Pricing Decrease due to annualization of inflation on collections: -\$1.0 million
- (5) Pricing Decrease due to inflation on collections: -\$3.5 million
- (6) Program Decrease due to increase in number of expected collections: -\$0.8 million

Subsistence in Kind

There is a +\$7.8 million increase in the total SIK requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Increase in SIK - Subsist in Mess Total Pricing: +\$21.4 million
- (2) Pricing Increase due to Increase in SIK - Operational Pricing: +\$0.5 million
- (3) Pricing Increase due to Increase in SIK - Augmentation Rations Pricing: +\$0.2 million
- (4) Program Increase due to Increase in SIK - Operational Program: +\$0.3 million
- (5) Program Decrease due to Decrease in SIK - Subsist in Mess Total Program: -\$3.5 million
- (6) Decrease due to Change in Reimbursables: -\$11.1 million

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

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence of Enlisted Personnel									
Basic Allowance for Subsistence - Enlisted									
When Authorized to Mess Separately	-	-	-	-	-	-	255,087	5,732	1,462,077
Basic Allowance for Subsistence Type II	-	-	-	-	-	-	2,220	11,464	25,449
Collections at Discount Meal Rate	-	-	-	-	-	-			(139,360)
Subtotal Basic Allowance for Subsistence - Enlisted	-		-	-		-	285,446		1,348,166
Subsistence in Kind									
Subsistence in Mess									
Trainee/Non-Pay Status	-	-	-	-	-	-	5,479	6,949	38,076
Members Taking Meals in Mess	-	-	-	-	-	-	39,717		271,933
Less Cash Collections	-	-	-	-	-	-			(12,000)
Subtotal Subsistence-In-Mess	-		-	-		-	45,196		298,009
Operational Rations									
Meals Ready to Eat	-	-	-	-	-	-	76,389	188	14,389
Unitized Group Rations	-	-	-	-	-	-	1,697	625	1,060
Other Packaging	-	-	-	-	-	-	11,500	55	635
Subtotal Operational Rations	-		-	-		-	89,586		16,084
Augmentation Rations/Other									
Augmentation Rations	-	-	-	-	-	-	350,000	6	2,188
Other - Regionalization	-	-	-	-	-	-	385,000	6	2,407
Other - Messing	-	-	-	-	-	-	250,000	6	1,563
Subtotal Augmentation Rations/Other	-		-	-		-	985,000		6,158
Subtotal Subsistence in Kind	-		-	-		-	1,119,782		320,251
Total Subsistence of Enlisted Personnel			-			-			1,668,417

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

FY 2026 Estimate	148,308
FY 2025 Estimate	217,316
FY 2024 Actual	307,719

PART I - PURPOSE AND SCOPE

Funds provide payment of a per diem allowance to enlisted service members on duty outside the Continental United States (CONUS). The station allowance considers all elements of the cost of living, including quarters, subsistence and other necessary incidental expenses as prescribed by the Joint Travel Regulation (JTR) and authorized under the provisions of Title 37 U.S.C. § 475.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Station Allowances, overseas consists of Cost-of-Living Allowance (COLA) and Temporary Lodging Allowance (TLA).

COLA is based on the most recent experience derived from the results of yearly surveys that determine the cost of goods and services by area, and bi-weekly decisions by the DoD Per Diem, Travel and Transportation Allowance Committee (PDTATAC) for adjustments relative to the value of the dollar against foreign currency. TLA covers the off-base housing (hotels) costs for service members permanently relocating in or out of an overseas location. The number of service members entitled to an overseas station allowance is based on historical data adjusted for known changes in each type of allowance.

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

(Amount in Thousands)

PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED

There is a -\$69.0 million decrease in the total Overseas Station Allowance requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to impact of Basic Pay Raise on OCOLA rates: +\$34.5 million
- (2) Pricing Increase due to foreign currency exchange rates: +\$30.1 million
- (3) Pricing Increase due to TLA Rate: +\$9.8 million
- (4) Program Increase due to expected number of TLA recipients: +\$1.1 million
- (5) Program Decrease due to expected number of COLA recipients: -\$28.8 million
- (6) Pricing Decrease Due to Mandatory (Reconciliation): -\$115.6 million

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

Cost of Living

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	503	7,382	3,713	502	4,065	2,041	511	1,556	795
Senior Master Sergeant	1,122	6,951	7,799	1,189	3,661	4,353	1,224	1,446	1,770
Master Sergeant	5,353	6,446	34,507	5,352	3,631	19,433	5,608	1,453	8,149
Technical Sergeant	8,946	5,665	50,677	8,726	3,122	27,244	8,679	1,275	11,064
Staff Sergeant	12,751	4,779	60,937	12,225	2,536	30,997	12,531	1,040	13,037
Senior Airman	15,069	3,951	59,531	15,322	2,070	31,719	14,560	869	12,647
Airman First Class	9,052	3,257	29,481	9,479	1,781	16,882	9,986	690	6,886
Airman	1,222	2,973	3,633	1,395	1,638	2,286	1,447	643	930
Airman Basic	156	2,737	427	172	1,592	274	164	628	103
Subtotal Cost of Living	54,174		250,705	54,362		135,229	54,710		55,381
<u>Temporary Lodging Allowance</u>	3,694	15,434	57,014	3,719	22,072	82,087	3,763	24,695	92,927
TOTAL STATION ALLOWANCES-OVERSEAS			307,719			217,316			148,308

(Amount in Thousands)

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

FY 2026 Estimate	486
FY 2025 Estimate	474
FY 2024 Actual	461

PART I - PURPOSE AND SCOPE

Authorization for this allowance is under the provisions of Title 37 U.S.C. § 403b and as prescribed in the JTR, Chapter 8. In Title 37 U.S.C. § 403b, Congress approved a Cost-of-Living Allowance (COLA) payment to service members assigned to high-cost areas in the Continental United States (CONUS).

PART II - JUSTIFICATION OF FUNDS REQUESTED

As part of the DoD quality of life initiatives, high-cost areas are grouped as Military Housing Areas (MHA) where the cost of goods and services exceeds 107% of the national cost of living average. Computation of program cost is the product of the number of service members assigned to a designated high-cost area of CONUS, their grade and dependency status, and the percent by which an area's cost of non-housing goods and services exceeds 107% of the national cost of living average.

The FY 2026 request for Enlisted Allowances includes \$486 thousand of discretionary and \$115,598 thousand of mandatory (reconciliation) for a total of \$116,084 thousand. The mandatory funds authorize supplemental payments to military personnel to secure suitable housing in areas with a high cost of living. Further information for this reconciliation request is provided in Reconciliation Exhibit Section 20001: Quality of Life.

There is a +\$12.0 thousand increase in the total CONUS COLA requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to impact of Basic Pay Raise on CONUS COLA rates: +\$9.0 thousand
- (2) Program Increase due to number of expected recipients of CONUS COLA: +\$2.0 thousand
- (3) Increase due to Change in Reimbursables: +\$1.0 thousand

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
CONUS COLA	625	736	461	630	753	474	632	768	486

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

FY 2026 Estimate	214,834
FY 2025 Estimate	202,020
FY 2024 Actual	182,918

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted service members for prescribed clothing, authorized by the Secretary of Defense under the provisions of Title 37 U.S.C. § 418. This program includes:

- (1) Initial Clothing Allowances upon initial Enlistment.
- (2) Civilian Clothing Allowances (CCA) when authorized.
- (3) Basic replacement allowance payable to a member upon completion of six (6) months active duty for the remainder of the first three (3) years of continuous service.
- (4) Standard replacement allowance payable to a member upon completion of thirty-six (36) months of active duty through the remainder of active duty.
- (5) Supplemental Clothing Allowances for service members assigned to special organizations or details where the nature of the duties requires additional items of individual uniform clothing. This necessitates that he or she has, as a military requirement, additional quantities or special items of individual uniform clothing normally not required for most service members.
- (6) Replacement allowance for Wounded Warrior under the provisions of Title 10 U.S.C. § 1047 the Air Force allows Clothing Allowance not to exceed \$250 for each Air Force Medical Evacuee.

Both Basic and Standard replacement allowances are cash allowances for the eligible enlisted service member to purchase the required items. All replacement allowances are paid annually to eligible Airmen on their TAFMSD anniversary.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The annual rates prescribed by the Secretary of Defense are used to determine Clothing Allowance requirements. Estimates also include new payment standards, as approved in the Fiscal 1988 National Defense Authorization Act, for Civilian Clothing Allowance. The new system pays a lower initial allowance at the start of the tour followed by an annual replacement (continuing) allowance so long as the member remains in a qualifying assignment. Previous policy authorized one lump-sum payment at the start of the tour. The number of payments for the initial and additional allowances is based on the number of accessions programmed.

There is a +\$12.8 million increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to rate changes due to inflation: +\$4.2 million
- (2) Program Increase due to number of expected recipients: +\$8.6 million

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

(Amount in Thousands)

PROJECT: CLOTHING ALLOWANCE - ENLISTED

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Initial Allowances</u>									
<u>Military Clothing</u>									
Civilian Life (Male)	21,442	2,078	44,553	23,958	2,223	53,265	26,093	2,270	59,230
Civilian Life (Female)	5,930	2,460	14,585	5,908	2,641	15,604	7,007	2,697	18,895
Officer Tng School (Male)	914	605	538	547	834	456	547	852	466
Officer Tng School (Female)	224	757	165	134	925	124	134	948	127
AF Academy Prep (Male)	195	1,151	225	195	1,177	229	195	1,201	234
AF Academy Prep (Female)	51	1,151	59	51	1,177	60	51	1,201	61
Subtotal Military Clothing	28,756		60,125	30,793		69,738	34,027		79,013
<u>Civilian Clothing</u>									
Initial	654	1,200	785	660	1,227	810	663	1,253	831
Continuing	2,298	401	922	2,318	410	950	2,331	419	976
TDY	2,893	601	1,737	2,918	614	1,792	2,935	627	1,840
Subtotal Civilian Clothing	5,845		3,444	5,896		3,552	5,929		3,647
TOTAL INITIAL ALLOWANCES	34,601		63,569	36,689		73,290	39,956		82,660
<u>Maintenance Allowance</u>									
<u>Military Clothing</u>									
Airmen (Male)	44,281	371	16,447	44,667	397	17,742	44,919	406	18,216
Airmen (Female)	13,006	379	4,928	13,119	408	5,353	13,193	417	5,496
Subtotal	57,287		21,375	57,786		23,095	58,112		23,712
<u>Standard Maintenance Allowance</u>									
<u>Military Clothing (37th Month)</u>									
Airmen (Male)	140,481	531	74,542	141,706	567	80,415	142,505	579	82,567
Airmen (Female)	35,443	541	19,186	35,752	583	20,842	35,954	595	21,400
Subtotal	175,924		93,728	177,458		101,257	178,459		103,967
<u>Supplemental Maint. Allow.</u>	10,421	408	4,246	10,512	416	4,378	10,571	425	4,495
TOTAL CLOTHING ALLOWANCE			182,918			202,020			214,834

(Amount in Thousands)

PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED

FY 2026 Estimate 26,100
FY 2025 Estimate 26,337
FY 2024 Actual 26,907

PART I - PURPOSE AND SCOPE

Under the provision of Title 37 U.S.C. § 427, one (1) of three (3) types of Family Separation Allowance (FSA) payments are possible to be made to enlisted service members with dependents to compensate for added expenses incurred because of forced separation from dependents: FSA - Restricted (FSA-R), FSA - Ship (FSA-S), and FSA - Temporary (FSA-T):

FSA-R is payable when a member is separated from their dependents when making a Permanent Change of Station (PCS) move and dependent(s) is restricted from accompanying the member, typically due to medical reasons. FSA-S is payable when the member is assigned on a temporary basis to duties aboard a ship, and the ship is away from homeport continuously for more than 30 days. FSA-T is payable when a member with dependents makes a Permanent Change of Station (PCS) move, or member is on temporary duty (TDY) away from permanent duty station for 30 consecutive days or more either in CONUS or overseas, and the travel of dependents to member's duty station is not authorized, and dependents do not reside at or near the duty station. The monthly rates are \$250 and are prorated to \$8.33 per day after 30 days.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is a -\$237.0 thousand decrease in the total FSA requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Program Increase due to number of expected recipients: +\$69.0 thousand
- (2) Program Decrease due to number of expected recipients: -\$306.0 thousand

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
PCS CONUS or Overseas with dependents not authorized	4,018	3,000	12,054	4,053	3,000	12,159	4,076	3,000	12,228
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	4,951	3,000	14,853	4,726	3,000	14,178	4,624	3,000	13,872
TOTAL FAMILY SEPARATION ALLOWANCE	8,969		26,907	8,779		26,337	8,700		26,100

(Amount in Thousands)

PROJECT: BASIC NEEDS ALLOWANCE

FY 2026 Estimate	41,103
FY 2025 Estimate	39,944
FY 2024 Actual	1,880

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 equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year. Section 611 of the FY 2023 NDAA directed the BNA eligibility threshold be raised to 150 percent to the Federal Poverty Guidelines by no later than January 1, 2024. This higher threshold is included in the FY 2025 and FY 2026 estimates.

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 members by grade and proportionate demographic/location characteristics for each household.

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.

There is a +\$1,159.0 thousand increase in the total BNA requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Program Increase due to number of expected recipients: +\$1,159.0 thousand

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Basic Needs Allowance			1,880			39,944			41,103

(Amount in Thousands)

PROJECT: SPECIAL COMPENSATION FOR ASSISTANCE WITH ACTIVITIES OF DAILY LIVING (SCAADL)

FY 2026 Estimate	1,676
FY 2025 Estimate	1,642
FY 2024 Actual	1,152

PART I – PURPOSE AND SCOPE

Under the provisions of Title 37 U.S.C. § 439, members of the uniformed services with catastrophic injuries or illnesses requiring assistance in everyday living. The term “*catastrophic injury or illness*” means a permanent, severely disabling injury, disorder, or illness the Secretary concerned determines compromises the ability of the afflicted person to carry out the activities of daily living to such a degree the member requires (1) personal or mechanical assistance to leave home or bed; or (2) constant supervision to avoid physical harm to self or others.

PART II- JUSTIFICATION OF FUNDS REQUESTED

The Special Compensation for Assistance with Activities of Daily Living (SCAADL) is an entitlement for special monthly compensation will be based on the following: (1) the catastrophic injury or illness was incurred or aggravated in the line of duty; (2) licensed physician certification that the injured Service member requires the aid and assistance of another person to perform the personal functions required in everyday living; (3) in the absence of the provision of such assistance, would require hospitalization, nursing home care, or other residential institutional care; and (4) meets such other criteria, if any, as determined by the Secretary of Defense (or the Secretary of Homeland Security, with respect to the Coast Guard).

The amount of monthly special compensation payable to an enlisted Airman (RegAF) under subsection (a) shall be determined under criteria prescribed by the Secretary of Defense (or the Secretary of Homeland Security, with respect to the Coast Guard), but may not exceed the amount of aid and attendance allowance authorized by Title 38 U.S.C. § 1114(r)(2) or sub-paragraph (C) § 1720G(a)(3) for veterans in need of aid and attendance.

There is a +\$34.0 thousand increase in the total SCAADL requirement between FY 2025 and FY 2026. The requirement change is due to:

(1) Pricing Increase due to average special monthly compensation increase: +\$34.0 thousand

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Special Monthly Compensation			1,152			1,642			1,676

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED

FY 2026 Estimate	84,929
FY 2025 Estimate	88,839
FY 2024 Actual	75,903

PART I - PURPOSE AND SCOPE

Funds provide payment to enlisted service members for:

- (1) Lump Sum Terminal Leave – Payments to service members for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C. § 501.
- (2) Disability Severance Pay – Payments to service members who are involuntarily discharged or released from active duty. Disability severance pay is paid to a member separated from the service for a physical disability under provisions of Title 10 U.S.C. § 1212.
- (3) Involuntary Separation Pay – Payments to service members separated from the service for non-disability reasons under the provisions of Title 10 U.S.C. § 1174 categorized as full pay or half pay. For full pay the member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.
- (4) Voluntary Separation Incentive (VSI) Trust Fund – To cover the unfunded liability for those service members accepting VSI benefits prior to January 1, 1993.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Lump sum terminal leave payments are determined by multiplying the projected number of eligible for each applicable separation payment at rates based on past experience and adjusted for pay raises. Leave payments will not exceed the career total of 60 days.

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

There is a -\$3.9 million decrease in the total Separation Pay requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to LSTL average payment rate due to pay raise: +\$2.0 million
- (2) Pricing Increase due to Other Separation Pay rates: +\$1.5 million
- (3) Program Increase due to LSTL expected recipients: +\$2.3 million
- (4) Program Increase due to Other Separation Pay expected recipients: +\$0.9 million
- (5) Pricing Decrease due to VSI Trust Fund: -\$0.4 million
- (6) Program Decrease due to Other Separation Pay expected recipients: -\$10.2 million

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

(Amount in Thousands)

PROJECT: SEPARATION PAYMENTS - ENLISTED**Lump Sum Terminal
Leave Payments**

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
<u>Grade</u>									
Chief Master Sergeant	358	6,294	2,250	336	6,579	2,210	375	6,840	2,565
Senior Master Sergeant	606	4,183	2,534	568	4,376	2,486	633	4,550	2,880
Master Sergeant	2,602	3,583	9,325	2,445	3,752	9,173	2,714	3,901	10,587
Technical Sergeant	2,585	2,802	7,245	2,546	2,934	7,469	2,693	3,050	8,214
Staff Sergeant	5,121	2,037	10,433	5,292	2,132	11,284	5,342	2,217	11,844
Senior Airman	7,996	1,543	12,341	8,293	1,616	13,397	8,345	1,680	14,017
Airman First Class	1,730	1,653	2,859	1,796	1,730	3,108	1,807	1,799	3,251
Airman	711	1,508	1,073	738	1,579	1,165	743	1,642	1,220
Airman Basic	1,026	621	637	1,065	650	692	1,071	676	724
Subtotal LSTL	22,735		48,697	23,079		50,984	23,723		55,302
<u>Separation Pay</u>									
Disability	381	45,947	17,506	385	48,095	18,517	401	50,007	20,053
Invol-Half Pay 5%	91	21,227	1,932	82	22,219	1,822	85	23,103	1,964
Invol-Full Pay 10%	172	38,073	6,549	417	39,853	16,619	172	41,437	7,127
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			1,219			897			483
Subtotal Separation Pay	645		27,206	885		37,855	659		29,627
Career Status Bonus	0	0	0	0	0	0	0	0	0
TOTAL SEPARATION PAYMENTS	23,380		75,903	23,964		88,839	24,382		84,929

(Amount in Thousands)

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

FY 2026 Estimate	967,146
FY 2025 Estimate	925,396
FY 2024 Actual	863,885

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Calendar Year 2024 – 7.65% on first \$168,600 and 1.45% on the remainder
Calendar Year 2025 – 7.65% on first \$176,100 and 1.45% on the remainder
Calendar Year 2026 – 7.65% on first \$181,800 and 1.45% on the remainder

There is a +\$41.8 million increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization of raise on FICA: +\$10.1 million
- (2) Pricing Increase due to 1 Jan 26 pay raise effect on FICA: +\$26.7 million
- (3) Program Increase due to average strength increase: +\$2.5 million
- (4) Program Increase due to changes in grade structure: +\$2.5 million
- (5) Pricing Decrease due to average payment decrease due to changes in grade structure: -\$0.8 million
- (6) Increase due to Change in Reimbursables: +\$0.8 million

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	11,292,559	7.65%	863,885	12,096,685	7.65%	925,396	12,642,437	7.65%	967,146

**PAY AND ALLOWANCES
OF CADETS**

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

		<u>AMOUNT</u>
FY 2025 DIRECT PROGRAM		101,802
FY 2025 Asset/(Shortfall) Adjustment		(112)
Pricing Increase	3,166	
Annualization (PI):	774	
Annualization 1 Jan 25 raise of 4.5% on Basic Pay	719	
Annualization of raise on FICA	55	
Pay Raise (PI):	2,044	
1 Jan 26 pay raise of 3.8% effect on Basic Pay	1,902	
1 Jan 26 pay raise effect on FICA	143	
Other (PI):	347	
Increase in Subsistence rate	347	
Program Increase	236	
Strength (PGI):	236	
Increase in recipients for Base Pay Due to average strength	154	
Increase in recipients for Subsistence	70	
Increase in recipients for FICA Due to average strength	12	
Total Increases:		3,402
Pricing Decrease	0	
Program Decrease	0	
Total Decreases:		0
FY 2026 DIRECT PROGRAM		105,204

(Amount in Thousands)

PROJECT: ACADEMY CADETS

FY 2026 Estimate	105,204
FY 2025 Estimate	101,802
FY 2024 Actual	98,085

PART I - PURPOSE AND SCOPE

Funds provide (a) for basic pay, commuted rations allowance, and employer's share of Federal Insurance Contributions Act (FICA) tax for cadets appointed to the United States Air Force Academy under the provisions of Title 37 U.S.C. § 203, and 422 and the Federal Insurance Contributions Act; (b) for the difference between the value of the commuted ration allowance (money cadets receive while away from the Air Force Academy) and the cost of operational rations; and (c) for payment of nuclear accession bonus under the provisions of Title 37 U.S.C. § 312b. The number of takers for FICA does not include foreign cadets as they are exempt from taxation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Requirements are determined by multiplying estimated annual rates and statutory rates by the projected workyears. The Fiscal 2000 National Defense Authorization Act (NDAA) requires cadet strength limitations to be measured annually as of the day before graduation verses the end of the fiscal year. The Fiscal 2001 NDAA § 612 approved linking cadet pay to 35% of the basic pay of a second lieutenant with less than two years of service.

Effective January 1 each year, pay raise increase is 5.20% in 2024, and 4.50% in 2025, and 3.80% in 2026. The annualized pay raise rate is 4.675% in FY 2025 and 3.975% in FY 2026. The Non-Pay Inflation rate is 2.2% in FY 2025 and 2.1% in FY 2026.

The daily subsistence rates by calendar year are provided in the following table:

	Dining Facility Rate	Daily Commuted Rate
Calendar Year 2024*	\$21.05	\$15.35
Calendar Year 2025*	\$21.65	\$15.55
Calendar Year 2026*	\$22.40	\$16.10

To improve cadet meal utilization, the United States Air Force Academy (USAFA), the Air Force has increased non-traditional meal options for students. The new options have been successful at increasing meal participation rates at USAFA dining facilities but are projected to increase costs above the published USAFA Dining Facility Rate. The Air Force is working with OSD Comptroller to incorporate these operational changes in to the USAFA Dining Facility Rate for future years. The requested amounts reflect the incorporation of the new initiatives into USAFA dining operations. These changes will not impact Daily Commuted Rate.

(Amount in Thousands)

PROJECT: ACADEMY CADETS

There is a +\$3.4 million increase in the total Cadet program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization 1 Jan 25 raise of 4.5% on Basic Pay and FICA: +\$0.8 million
- (2) Pricing Increase due to 1 Jan 26 pay raise of 3.8% effect on Basic Pay and FICA: +\$2.0 million
- (3) Pricing Increase due to subsistence rate increase: +\$0.3 million
- (4) Program Increase due to average strength increase of 9 from 3,969 to 3,978: +\$0.2 million

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

	FY 2024 Actual			FY 2025 Estimate*			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Basic Pay</u>	3,985	15,872	63,250	3,969	16,614	65,941	3,978	17,274	68,717
<u>Subsistence</u>	3,972	7,570	30,067	3,969	7,783	30,890	3,978	7,870	31,307
<u>Social Security Tax</u>									
<u>(Employer's Contribution)</u>	3,927		4,768	3,911		4,971	3,920		5,180
TOTAL ACADEMY CADETS			98,085			101,802			105,204

**SUBSISTENCE OF
ENLISTED PERSONNEL**

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

		<u>AMOUNT</u>
FY 2025 DIRECT PROGRAM		1,608,005
Pricing Increase	0	
Program Increase	0	
Total Increases		0
Move Enlisted Subsistence to BA04	(1,608,005)	
Pricing Decrease	0	
Program Decrease	0	
Total Decreases		(1,608,005)
FY 2026 DIRECT PROGRAM		0

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2026 Estimate	0
FY 2025 Estimate	1,619,122
FY 2024 Actual	1,612,263

PART I - PURPOSE AND SCOPE

The **Basic Allowance for Subsistence** account provide for the payment of subsistence allowances to active-duty enlisted Airmen under the provisions of Title 37 U.S.C. § 402.

The **Subsistence In Kind (SIK)** account provides subsistence to active-duty enlisted Airmen when they do not receive an allowance for subsistence. Funds requested also provide for operational rations, augmentation rations, testing of new food items, medical dining facilities and payment for meals furnished under contract at commercial facilities where the payment of the commuted ration under the provisions of Title 10 U.S.C. § 4561, 6081 and 9561.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The requirement is based on the average number of enlisted Airmen entitled to receive several types of allowances.

All enlisted members, except those in basic training and others in accordance with Title 37 U.S.C. § 402, will receive Basic Allowance for Subsistence (BAS). All Air Force E-6s and below who are assigned to single-type government quarters and are directed to use the dining facility will have three meals a day deducted from their pay, whether meals are eaten or not. The discounted meal rate is determined annually by the Office of the Under Secretary of Defense (OUSD) Comptroller and is effective the first of each January. Charges at the discounted meal rate are deducted directly from the member's pay account, leaving a residual amount of BAS in the member's pay.

The monthly BAS rate is computed by the preceding year rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years. Funding requirements include inflation rates of 1.7% for 2024, 1.2% for 2025, and 3.4% for 2026 effective January 1 each year.

There are scheduled, emergency, and contingency situations at times requiring additional funds be provided to unaccompanied enlisted Airmen housed in government quarters (e.g., dormitories) that are forced to subsist on the economy due to the temporary (or on rare occasion, permanent) closure of a dining facility (DFAC) on their installation. For circumstances such as these, BAS Type II is made available to eligible enlisted Airmen and the authority contained within Title 37 U.S.C. § 402. Prior to distribution of any additional funds on top of their normal BAS and removal from essential unit messing (ESM) status, each scenario is examined by a number of HQ/Air Staff, Major Command, and Wing-level organizations to ensure there is a bona fide need as well as funds availability. Typically, these enlisted Airmen lack the storage space or preparatory facilities in support of their subsistence, and therefore must rely on commercial arrangements until the Dining Facilities/Cafeteria (DFAC) becomes available once more

The monthly BAS Type II rate is computed by the preceding year BAS rate plus the percentage increase in the monthly cost of the United States Department of Agriculture (USDA) liberal food plan for a male in the United States who is between the ages of 20 and 50 years, Per the DOD 700.14-R Financial Management Regulation (FMR) Volume 7A, Chapter 25, the new BAS the rate is doubled. Allocation of this entitlement is then scrutinized throughout its duration, with a mandate for further justification regarding extensions. Funding requirements include inflation rates of 1.7% for 2024, 1.2% for 2025, and 3.4% for 2026 effective January 1 each year.

SIK costs for active-duty enlisted Airmen not receiving an allowance for subsistence are computed by multiplying the Basic Daily Food Allowance (BDFA) by the estimated number entitled to the allowance. The BDFA, which represents the cost of meals for one person for one day, is based on actual experience. Funding requirements include inflation rates of 1.7% for 2024, 1.2% for 2025, and 3.4% for 2026 effective January 1 each year. Other SIK elements are computed at the contract rate per unit.

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

There is a -\$1,608,005.0 million decrease in the Subsistence for Enlisted Personnel requirement between FY 2025 and FY 2026. The requirement change is due to:

(1) Decrease Due to Enlisted Subsistence Move from BA04: -\$1,608,005.0

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence of Enlisted Personnel									
Basic Allowance for Subsistence - Enlisted									
When Authorized to Mess Separately	251,556	5,500	1,383,539	254,162	5,573	1,416,363	-	-	-
Basic Allowance for Subsistence Type II	2,916	11,000	32,076	2,187	11,145	24,375	-	-	-
Collections at Discount Meal Rate			(129,023)			(134,021)	-	-	-
Subtotal Basic Allowance for Subsistence - Enlisted	282,211		1,286,592	284,330		1,306,717	-		-
Subsistence in Kind									
Subsistence in Mess									
Trainee/Non-Pay Status	5,479	6,669	36,537	5,479	6,757	37,021	-	-	-
Members Taking Meals in Mess	41,376		271,841	39,960		266,016	-	-	-
Less Reimbursable/Collections			0			(12,000)	-	-	-
Subtotal Subsistence-In-Mess	46,855		308,378	45,439		291,037	-		-
Operational Rations									
Meals Ready to Eat	62,842	151	9,459	75,000	183	13,736	-	-	-
Unitized Group Rations	1,508	495	746	1,689	607	1,026	-	-	-
Other Packaging	11,500	53	608	11,500	54	617	-	-	-
Subtotal Operational Rations	75,850		10,813	88,189		15,379	-		-
Augmentation Rations/Other									
Augmentation Rations	358,000	6	2,148	350,000	6	2,128	-	-	-
Other - Regionalization	542,000	6	3,252	385,000	6	2,341	-	-	-
Other - Messing	180,000	6	1,080	250,000	6	1,520	-	-	-
Subtotal Augmentation Rations/Other	1,080,000		6,480	985,000		5,989	-		-
Subtotal Subsistence in Kind	1,202,705		325,671	1,118,628		312,405	-		-
Total Subsistence of Enlisted Personnel			1,612,263			1,619,122			-

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**PERMANENT CHANGE
OF
STATION TRAVEL**

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

AMOUNT

FY 2025 DIRECT PROGRAM

1,686,613

Pricing Increase

68,663

Annualization (PI):

1,833

Annualization 1 Jan 25 raise of 4.5% on DLA for PCS moves

1,833

Pay Raise (PI):

4,846

1 Jan 26 pay raise of 3.8% effect on DLA for PCS moves

4,846

Inflation Rate (PI):

38,064

Increase in rate for Land (HHG) Pricing

30,116

Increase in rate for ITGBL (HHG) Pricing

7,948

Other (PI):

23,920

Increase in Total Mile-Per Diem Pricing

3,628

Increase in Total AMC Pricing

1,455

Increase in Total Comm Air Pricing

628

Increase in M Tons MSC Pricing

425

Increase in S Tons AMC Pricing

3,424

Increase in Trans of POV Pricing

4

Increase in Temp Lodging Pricing

14,356

Program Increase

341,429

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

AMOUNT

Strength (PGI):	235,853
Increase in Disloc Allow Program	30,718
Increase in Land Ship Program	162,385
Increase in ITGBL Program	42,750

Other (PGI):	105,576
Increase in Total Mile-Per Diem Program	31,199
Increase in Total AMC Program	12,700
Increase in Total Comm Air Program	5,403
Increase in M Tons MSC Program	2,276
Increase in S Tons AMC Program	18,471
Increase in Trans of POV Program	36
Increase in NonTemp Storage Program	6,510
Increase in Temp Lodging Program	28,546
Increase in POV Contracts Program	435

Total Increases	410,092
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Pricing Decrease	(9)
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Inflation Rate (PD):	(4)
Decrease in rate for Land (HHG) Pricing	(2)
Decrease in rate for ITGBL (HHG) Pricing	(2)

Other (PD):	(5)
Decrease in Total Mile-Per Diem Pricing	(2)
Decrease in Total AMC Pricing	(1)
Decrease in S Tons AMC Pricing	(2)

Program Decrease	(45,749)
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Strength (PGD):	(144)
Decrease in Disloc Allow Program	(22)
Decrease in Land Ship Program	(100)
Decrease in ITGBL Program	(22)

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

AMOUNT

Other (PGD):	(45,605)
Decrease in TLE funding will be offset by funding sourced from the Reconciliation Bill (H.R.1) upon enactment.	(43,529)
Decrease in Total Mile-Per Diem Program	(57)
Decrease in Total AMC Program	(20)
Decrease in Total Comm Air Program	(7)
Decrease in M Tons MSC Program	(2)
Decrease in S Tons AMC Program	(10)
Decrease in Temp Lodging Program	(12)
Decrease in Defense Personnel Property System (DPS) Program	(1,968)

Total Decreases	(45,758)
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FY 2026 DIRECT PROGRAM	2,050,947
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PART I - PURPOSE AND SCOPE

These funds are for expenses incident to Permanent Change of Station (PCS) travel of military personnel individually, travel of family member(s), or as part of organized units within the Continental United States (CONUS) and Outside of Continental United States (OCONUS). PCS travel costs include personally procured movement of household goods, shipping and storage of Privately Owned Vehicles (POV); transportation by common carrier (rail, bus, air or water), including Air Mobility Command (AMC), Military Sealift Command (MSC), Military Traffic Management Command (MTC) and Military Surface Deployment and Distribution Command (SDDC); costs of contract packing, crating, handling and non-temporary storage of household goods; storage of POVs; transportation of baggage and household goods; port handling charges; POV transportation CONUS/OCONUS readying POV for shipments at the loading ports or Vehicle Processing Center, and issuance of meal tickets in lieu of subsistence; authorized transportation of dependents, personal and household effects of deceased military personnel. PCS travel costs includes per diem allowances; payments authorized for transportation of dependents; payment of dislocation allowance; payment of temporary lodging entitlement (TLE) and for extended TLE over 21 days; mileage; cost of trailer allowances; reimbursement for pet allowances; unaccompanied baggage; the National Defense Authorization Act (NDAA) 2018, Public Law No. 115-91, section 556, authorized the service member's reimbursement for spouse re-licensure/re-certification and small business; reimbursement for child care transportation; service member's family member(s) actual and necessary expenses and cost of subsistence while in a PCS travel status; reimbursements for only the service member's family member(s) when authorized or directed to evacuated from an area threatened by unusual or emergency circumstances; expenses and allowances incident to retirement and separation travel, discharge or release; travel incident to organizational movements on PCS whether for training or non-training purposes; Expenses include all authorized temporary duty travel directly related to and an integral part of PCS movements of individuals or organizational units; supplies and services incident to troop or organizational PCS movements; expenses incident to PCS movement of any military group traveling under one order from the same point of origin to the same destination. The term "CONUS" applies to the contiguous 48 states and "OCONUS" applies to overseas outside of the contiguous 48 states.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Air Force budget request incorporates an estimate of rate increase in Household Goods movements and pay raise increase effect on dislocation allowances increased entitlement for members extended Temporary Lodging Expense (TLE) due to a housing Shortage; includes reimbursement for the spouse re-licensure/re-certification and small business, increased pet allowances to include CONUS and OCONUS, and transportation of infant subsistence.

Effective January 1 each year, pay raise increase is 5.20% in 2024, and 4.50% in 2025, and 3.80% in 2026. The annualized pay raise rate is 4.675% in FY 2025 and 3.975% in FY 2026. The Non-Pay Inflation rate is 2.2% in FY 2025 and 2.1% in FY 2026.

SUMMARY OF REQUIREMENTS BY TYPES OF MOVES
(Amount in Thousands)

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Accession Travel	33,659	141,589	36,570	157,420	39,927	176,985
Training Travel	7,576	98,312	6,361	93,976	7,526	117,062
Operational Travel between Duty Stations	22,372	373,893	20,690	371,505	24,906	443,296
Rotational Travel To and From Overseas	34,423	718,993	36,510	808,624	43,277	960,167
Separation Travel	35,019	222,115	33,297	214,951	43,980	304,325
Travel of Organized Units	955	15,821	2,150	40,137	2,545	49,112
TOTAL OBLIGATIONS	134,004	1,570,723	135,578	1,686,613	162,161	2,050,947
Less Reimbursements		0		0		0
TOTAL DIRECT PROGRAM	134,004	1,570,723	135,578	1,686,613	162,161	2,050,947

SUMMARY OF REQUIREMENTS BY TYPES OF COST
(Amount in Thousands)

	FY 2024 Actual		FY 2025 Estimate		FY 2026 Estimate	
	Number	Amount*	Number	Amount*	Number	Amount*
<u>Travel of Military Member</u>						
Mileage and Per Diem	98,555	123,371	99,713	131,257	119,264	157,320
AMC	25,763	40,159	26,065	42,728	31,175	51,209
Commercial Air	9,686	17,110	9,799	18,204	11,720	21,820
<u>Travel of Family Members</u>						
Mileage and Per Diem	59,167	37,438	59,647	40,307	71,531	48,690
AMC	28,158	25,562	28,385	27,396	34,041	33,049
Commercial Air	10,020	10,867	10,101	11,641	12,115	14,049
<u>Transportation of Household Goods</u>						
M Tons - MSC	38,081	9,908	38,170	10,450	45,979	13,149
S Tons - AMC	11,691	80,382	11,719	84,768	14,118	106,651
Land Shipment, CONUS & Overseas	61,850	686,914	61,995	723,148	74,681	915,316
ITGBL	24,506	186,174	24,567	196,334	29,593	247,008
Dislocation Allowance	53,147	154,729	54,341	167,926	64,168	205,301
Trailer Allowance	0	0	0	0	0	0
Shipment of POVs	16,531	18,987	17,725	19,219	20,973	19,421
Storage of POVs	746	1,165	2,108	3,293	2,152	3,362
Port Handling Charges		0		0		0
Nontemporary Storage*		33,585		34,862		41,372
Temporary Lodging Expense*	41,128	102,987	41,861	140,889	37,525	140,250
Defense Personnel Property System		28,163		18,932		16,964
POV Contracts		11,337		13,429		13,864
Spouse Licensure and Small Business Certification		1,885		1,830		2,152
TOTAL OBLIGATIONS		1,570,723		1,686,613		2,050,947
Less Reimbursements		0		0		0
TOTAL DIRECT PROGRAM		1,570,723		1,686,613		2,050,947

*NOTE: Non-Temporary Storage (NTS) and Temporary Lodging Expense (TLE) are shown as separate line items. NTS and TLE amounts are merged within the travel type in the detailed pages.

The FY 2026 request for Temporary Lodging Expense includes \$140,250 thousand of discretionary and \$43,529 thousand of mandatory (reconciliation) for a total of \$183,779 thousand. The mandatory funds increase the maximum number of days Service members are eligible for Temporary Lodging Expense (TLE) from 14 to 21 days in FY 2026. Further information for this reconciliation request is provided in the Reconciliation Exhibit Section 20001: Quality of Life.

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

FY 2026 Estimate	176,985
FY 2025 Estimate	157,420
FY 2024 Actual	141,589

PART I - PURPOSE AND SCOPE

Funds provide for the Accession Permanent Change of Station (PCS) movements:

- (1) Initial Permanent Change of Station (PCS) movements of active-duty Air Force commissioned officers, to include Reserve Component officers called or recalled to extended active duty, officers who are appointed or recalled from enlisted status, and officers appointed from enlisted status upon graduation from Officer Training School (OTS).
- (2) Commences from a member's home or point where orders were received to their first permanent duty station in Continental United States (CONUS), Outside of Continental United States (OCONUS) or training school of 20 weeks or more and, in some cases, from the station where they served as enlisted to their new Permanent Duty Station (PDS) or training school of 20 weeks or more.
- (3) Enlistees, re-enlistees, and prior service personnel from recruiting station or place of enlistment to their first PCS duty station or training school of 20 weeks or more; recalled enlisted reservists from home to first permanent duty station or training school of 20 weeks or more.
- (4) Individuals selected as Air Force Academy cadets upon entry into the Academy.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

There is a +\$20.6 million increase in the Accession PCS program between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to a change in household goods shipment rates driven by general inflation and dislocation allowance rates driven by pay raise: +\$6.8 million
- (2) Program Increase due to a change in the projected number of moves due to number of accessions: +\$14.1 million
- (3) Program Decrease due to a change in the projected number of moves due to number of accessions: -\$0.3 million

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Accession Travel</u>									
Member Travel	5,357	1,061	5,682	5,026	1,084	5,448	4,999	1,106	5,531
Family Member Travel	1,980	454	899	1,858	464	862	1,848	474	876
Trans of Household Goods	2,855	9,086	25,940	2,679	9,721	26,042	2,664	10,551	28,109
Dislocation Allowance	1,393	2,917	4,064	1,307	3,054	3,992	1,300	3,175	4,128
Nontemporary Storage			2,767			2,653			2,694
Temporary Lodging Expenses	2,231	771	1,719	2,093	1,014	2,123	1,589	1,118	1,776
Subtotal Officer Accession Travel			41,071			41,120			43,114
<u>Enlisted Accession Travel</u>									
Member Travel	27,183	1,565	42,544	30,353	1,599	48,549	33,888	1,633	55,342
Family Member Travel	6,249	2,151	13,443	6,978	2,198	15,341	7,791	2,245	17,488
Trans of Household Goods	3,860	7,680	29,644	4,310	8,071	34,785	4,812	8,557	41,174
Dislocation Allowance	3,528	2,685	9,473	3,940	2,810	11,072	4,399	2,922	12,853
POV Shipment	769	10	8	859	10	9	959	10	10
Nontemporary Storage			3,833			4,375			4,987
Temporary Lodging Expenses	3,577	337	1,207	3,994	443	1,771	3,404	488	1,662
Subtotal Enlisted Accession Travel			100,152			115,902			133,516
<u>Cadet Accession Travel</u>	1,119	327	366	1,191	334	398	1,040	341	355
TOTAL ACCESSION TRAVEL			141,589			157,420			176,985

*The FY 2026 request for Temporary Lodging Expense is shown as its own line item in the Summary of Requirements by Types of Cost exhibit.

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

FY 2026 Estimate	117,062
FY 2025 Estimate	93,976
FY 2024 Actual	98,312

PART I - PURPOSE AND SCOPE

Funds provide for the Training Permanent Change of Station (PCS) movements:

- (1) Officers: Covers PCS movements of (1) officers from previous Continental United States (CONUS) permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction of 20 weeks' duration or more; and (2) officer school graduates and eliminates from school to their next permanent CONUS duty station. (Excludes academy graduates, Officer Candidate School (OCS) or Officer Training School (OTC) graduates, flying training graduates, Reserve Officer Training Corps (ROTC) graduates and others chargeable to Accession Travel).
- (2) Enlisted: Covers PCS movements of (1) enlisted personnel from previous CONUS permanent duty station to formal service or civilian schools, including technical schools, flying training schools, factory training, and other approved courses of instruction, of 20 weeks duration or more; (2) enlisted school graduates and eliminates from school to their next CONUS permanent duty station; and (3) enlisted personnel ordered to training leading to a commission if such training period is of 20 weeks duration or more.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Rates are based upon statistical analysis derived from actual PCS training move costs. The number of officer and enlisted training moves times the average rate for each element of expense (e.g., military member, dependent, household goods, etc.) results in the estimated funding required.

There is a +\$23.4 million increase in the Training PCS program between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to a change in household goods shipment rates driven by general inflation and dislocation allowance rates driven by pay raise: +\$5.2 million
- (2) Program Increase due to a change in the projected number of moves due to number of training programs: +\$18.2 million

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: TRAINING TRAVEL

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Training Travel</u>									
Member Travel	5,034	1,372	6,905	4,756	1,402	6,668	5,627	1,431	8,055
Family Member Travel	5,226	507	2,649	4,937	519	2,560	5,841	529	3,092
Trans of Household Goods	6,106	9,304	56,808	5,769	9,807	56,579	6,826	10,440	71,266
Dislocation Allowance	3,721	4,559	16,963	3,515	4,772	16,775	4,159	4,962	20,637
Nontemporary Storage			2,899			2,798			3,380
Temporary Lodging Expenses	2,975	254	756	2,811	335	941	2,538	369	936
Subtotal Officer Training Travel			86,980			86,321			107,366
<u>Enlisted Training Travel</u>									
Member Travel	2,542	725	1,844	1,605	741	1,190	1,899	757	1,437
Family Member Travel	839	442	371	530	451	239	627	463	290
Trans of Household Goods	735	8,861	6,513	464	9,638	4,472	549	10,668	5,857
Dislocation Allowance	514	4,115	2,115	325	4,305	1,399	384	4,479	1,720
Nontemporary Storage			277			179			216
Temporary Lodging Expenses	428	495	212	270	652	176	245	718	176
Subtotal Enlisted Training Travel			11,332			7,655			9,696
TOTAL TRAINING TRAVEL			98,312			93,976			117,062

*The FY 2026 request for Temporary Lodging Expense is shown as its own line item in the Summary of Requirements by Types of Cost exhibit.

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

FY 2026 Estimate	443,296
FY 2025 Estimate	371,505
FY 2024 Actual	373,893

PART I - PURPOSE AND SCOPE

Funds provide for the Operational Permanent Change of Station (PCS) movements:

- (1) Officers and enlisted personnel to and from Permanent Duty Stations (PDS) located within the United States.
- (2) Officers and enlisted personnel to and from PDS located within an overseas area when no transoceanic travel or border crossing is involved.
- (3) Officers and enlisted personnel who are interned (including hospitalized or imprisoned), missing, or captured when no transoceanic travel is involved.

PART II – JUSTIFICATION OF FUNDS REQUESTED

The estimate for operational travel covers PCS requirements for operational reassignment of officer and enlisted personnel between both duty stations (1) within the Continental United States (CONUS) and (2) within Outside of Continental United States (OCONUS) areas when no transoceanic travel or border crossing is involved. Operational moves are predicated upon the approved Air Force structure and are necessary to support skill leveling among units, to fill new/un-programmed requirements, and to accommodate valid humanitarian assignments. The estimates include actions taken by the Air Force to limit operational reassignments and reduce costs to the minimum necessary to carry out the Air Force mission (e.g., manning floor, minimum CONUS tour lengths, personally procured movement of household goods, and maximum use of low-cost moves, etc.).

Rates are based upon statistical analysis derived from actual PCS operational move costs. The number of officer and enlisted operational moves times the average rate for each element of expense (e.g., military member, dependent, household goods, transportation, spouse licensure, privately owned vehicles, pet allowances etc.) results in the estimated funding required.

There is a +\$81.9 million increase in the Operational PCS program between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to a change in household goods shipment rates driven by general inflation and dislocation allowance rates driven by pay raise: +\$16.9 million
- (2) Program Increase due to a change in the projected number of operational moves : +\$67.0 million
- (3) Pricing Decrease due to a change rates driven reduction of types of cost: -\$0.0 million
- (4) Program Decrease due to a change in the projected DPPS requirement: -\$2.0 million

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: OPERATIONAL TRAVEL

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Operational Travel</u>									
Member Travel	6,018	1,676	10,087	6,219	1,713	10,652	7,116	1,749	12,447
Family Member Travel	11,123	545	6,059	11,495	555	6,376	13,153	564	7,421
Pet Expense	3,575	550	1,966	3,695	550	2,032	4,228	550	2,325
Trans of Household Goods	8,028	12,165	97,662	8,296	12,704	105,393	9,493	13,358	126,808
Dislocation Allowance	5,168	4,794	24,774	5,341	5,017	26,798	6,111	5,217	31,882
Nontemporary Storage			6,135			6,480			7,570
Temporary Lodging Expenses	4,069	2,634	10,718	4,205	3,468	14,584	3,672	3,822	14,033
Subtotal Officer Operational Travel			157,401			172,315			202,486
<u>Enlisted Operational Travel</u>									
Member Travel	16,354	1,195	19,541	14,471	1,221	17,674	17,790	1,247	22,182
Family Member Travel	24,520	288	7,071	21,696	294	6,378	26,673	299	7,987
Pet Expense	9,716	550	5,343	8,597	550	4,728	10,569	550	5,813
Trans of Household Goods	25,152	3,939	99,085	22,256	4,132	91,972	27,361	4,371	119,599
Dislocation Allowance	12,722	1,910	24,303	11,257	2,000	22,510	13,839	2,079	28,774
Nontemporary Storage			6,312			5,707			7,165
Temporary Lodging Expenses	10,272	1,493	15,337	9,089	1,965	17,860	8,527	2,165	18,462
Subtotal Enlisted Operational Travel			176,992			166,829			209,982
Defense Personnel Property System (DPS)			28,163			18,932			16,964
POV (Personally Owned Vehicle) Contracts			11,337			13,429			13,864
TOTAL OPERATIONAL TRAVEL			373,893			371,505			443,296

*The FY 2026 request for Temporary Lodging Expense is shown as its own line item in the Summary of Requirements by Types of Cost exhibit.

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

FY 2026 Estimate	960,167
FY 2025 Estimate	808,624
FY 2024 Actual	718,993

PART I - PURPOSE AND SCOPE

Funds provide for the Rotational Permanent Change of Station (PCS) movements:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimate for rotational travel covers PCS requirements for reassignment of officer and enlisted personnel between duty stations outside the CONUS where transoceanic travel is involved. Rotational moves are made in accordance with overseas tour policies approved by the Secretary of Defense. Rotational moves play an integral role in establishing proper balance across all Air Force installations around the globe and are directly impacted by overseas strength requirements and the length of overseas tours for Airmen and their families.

Rates are based upon statistical analysis derived from actual PCS rotational moves. The number of officer and enlisted moves and associated numbers for each element of expense (e.g., military member, dependents, household goods, pet allowances etc.) times the appropriate average rate results in the estimated funding required.

There is a +\$183.2 million increase in the Rotational PCS program between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to a change in household goods shipment rates driven by general inflation and dislocation allowance rates driven by pay raise: +\$27.3 million
- (2) Program Increase due to a change in the projected number of rotational moves : +\$155.9 million

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: ROTATIONAL TRAVEL

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Rotational Travel</u>									
Member Travel	5,613	1,944	10,909	6,410	1,986	12,731	7,665	2,028	15,543
Family Member Travel	7,236	1,095	7,920	8,264	1,119	9,245	9,882	1,142	11,286
Pet Expense	3,335	2,000	6,669	3,808	1,999	7,616	4,554	2,001	9,107
Trans of Household Goods	5,826	16,484	96,033	6,654	16,916	112,559	7,956	17,376	138,241
Dislocation Allowance	5,033	3,446	17,344	5,747	3,608	20,733	6,872	3,751	25,777
POV Shipment	4,097	4	18	4,679	5	22	5,595	5	27
Nontemporary Storage			2,553			2,980			3,639
Temporary Lodging Expenses	3,216	5,784	18,600	3,673	7,614	27,968	3,352	8,391	28,125
Subtotal Officer Rotational Travel			160,046			193,854			231,745
<u>Enlisted Rotational Travel</u>									
Member Travel	28,810	2,301	66,305	30,100	2,352	70,798	35,612	2,401	85,522
Family Member Travel	25,220	1,199	30,245	26,350	1,226	32,295	31,175	1,251	39,011
Pet Expense	17,116	2,000	34,230	17,882	2,000	35,763	21,157	2,000	42,312
Trans of Household Goods	27,370	11,410	312,289	28,595	11,687	334,182	33,831	11,969	404,918
Dislocation Allowance	20,325	2,623	53,322	21,236	2,746	58,313	25,124	2,855	71,734
POV Shipment	11,665	13	155	12,187	14	166	14,419	14	200
Nontemporary Storage			8,343			8,909			10,762
Temporary Lodging Expenses	13,760	3,929	54,058	14,376	5,171	74,344	12,980	5,698	73,963
Subtotal Enlisted Rotational Travel			558,947			614,770			728,422
TOTAL ROTATIONAL TRAVEL			718,993			808,624			960,167

*The FY 2026 request for Temporary Lodging Expense is shown as its own line item in the Summary of Requirements by Types of Cost exhibit.

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

FY 2026 Estimate	304,325
FY 2025 Estimate	214,951
FY 2024 Actual	222,115

PART I - PURPOSE AND SCOPE

Funds provide for the Separation Travel Permanent Change of Station (PCS) movements:

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

Rates are based upon statistical analysis derived from actual officer and enlisted PCS move costs. The number of separations moves (officer and enlisted) and associated numbers for each element of expense (e.g., military member, dependents, household goods, etc.) times the appropriate rate for each category results in the estimated funding required.

There is a +\$89.4 million increase in the Separation PCS program between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to a change in household goods shipment rates driven by general inflation and dislocation allowance rates driven by pay raise: +\$10.9 million
- (2) Program Increase due to a change in the projected number of separations from Active Duty: +\$78.5 million

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Separation Travel</u>									
Member Travel	5,202	530	2,756	4,083	542	2,211	6,248	553	3,455
Family Member Travel	1,683	930	1,565	1,321	951	1,256	2,022	970	1,961
Trans of Household Goods	2,256	24,732	55,796	1,771	25,966	45,986	2,710	27,505	74,539
Nontemporary Storage			2			2			2
Subtotal Officer Separation Travel			60,119			49,455			79,957
<u>Enlisted Separation Travel</u>									
Member Travel	29,641	399	11,815	29,060	407	11,837	37,578	416	15,629
Family Member Travel	11,850	395	4,683	11,618	404	4,693	15,024	412	6,196
Trans of Household Goods	18,730	7,752	145,187	18,363	8,096	148,672	23,746	8,515	202,201
Nontemporary Storage			141			142			187
Subtotal Enlisted Separation Travel			161,826			165,344			224,213
<u>Cadet Separation Travel</u>	176	966	170	154	987	152	154	1,006	155
TOTAL SEPARATION TRAVEL			222,115			214,951			304,325

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

FY 2026 Estimate	49,112
FY 2025 Estimate	40,137
FY 2024 Actual	15,821

PART I - PURPOSE AND SCOPE

Funds provide for the Continental United States (CONUS) or Outside of Continental United States (OCONUS) Permanent Change of Station (PCS) movements:

- (1) Covers PCS movements (CONUS or OCONUS) for officers' personnel directed to move as members of an organized unit move or as a result of unit activation, inactivation, reorganization, or moves with personnel and with or without equipment.
- (2) PCS movements (CONUS or OCONUS) for enlisted personnel directed to move as member of an organized unit move or as a result of unit activation, inactivation, reorganization, or moves with personnel and with or without equipment.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The estimates for organized unit travel include requirements for relocation of Air Force units within and between CONUS and OCONUS locations to include moves where transoceanic travel is involved. The PCS requirements for organized unit travel are in accordance with published Air Force programs. These moves are required because of changes in force reductions, force positioning and the requirement to maintain strategic and tactical integrity of units.

The Air Force estimate of organized unit move requirements is based on the most comprehensive planning data available in the Department of Defense (DoD) regulation definition of a unit move and on historical program change request data. Anticipated moves are tracked throughout the operating and budget years since mission requirements dictate changes to the initial schedule. The estimated number of moves increases as more force structure actions occur (e.g., unit realignments, public announcements, and internal Department of the Air Force restructure).

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

There is a +\$9.3 million increase in the Unit Travel PCS program between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to a change in household goods shipment rates driven by general inflation and dislocation allowance rates driven by pay raise: +\$1.6 million
- (2) Program Increase due to a change in the projected number of unit relocations: +\$7.7 million

Details of the cost computation are provided on the following page.

(Amount in Thousands)

PROJECT: TRAVEL OF ORGANIZED UNITS

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<u>Officer Unit Travel</u>									
Member Travel	60	1,683	101	650	1,711	1,112	770	1,747	1,345
Family Member Travel	77	675	52	838	692	580	993	707	702
Trans of Household Goods	92	9,728	895	1,000	10,060	10,060	1,185	10,495	12,437
Dislocation Allowance	47	4,830	227	506	5,087	2,574	599	5,292	3,170
Nontemporary Storage			9			99			120
Temporary Lodging Expenses	38	632	24	408	824	336	369	908	335
Subtotal Officer Unit Travel			1,308			14,761			18,109
<u>Enlisted Unit Travel</u>									
Member Travel	895	1,812	1,622	1,500	1,851	2,777	1,775	1,890	3,355
Family Member Travel	1,342	589	790	2,249	601	1,352	2,661	614	1,633
Trans of Household Goods	1,377	6,745	9,288	2,309	7,000	16,163	2,732	7,305	19,957
Dislocation Allowance	696	3,079	2,143	1,167	3,222	3,760	1,381	3,350	4,626
Nontemporary Storage			314			538			650
Temporary Lodging Expenses	562	633	356	942	834	786	851	919	782
Subtotal Enlisted Unit Travel			14,513			25,376			31,003
TOTAL UNIT TRAVEL			15,821			40,137			49,112

*The FY 2026 request for Temporary Lodging Expense is shown as its own line item in the Summary of Requirements by Types of Cost exhibit.

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**OTHER MILITARY
PERSONNEL COSTS**

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

		<u>AMOUNT</u>
FY 2025 DIRECT PROGRAM		133,567
Pricing Increase		1,863
Increase in Interest On Savings Pricing	45	
Increase in Unemployment Benefits Pricing	507	
Increase in Partial DLA Pricing	579	
Increase in ROTC Pricing	229	
Increase in JROTC Pricing	503	
Program Increase		9,763
Strength (PGI):	8,539	
Increase in ROTC average strength	7,343	
Increase in JROTC average strength	1,196	
Other (PGI):	1,224	
Increase in Total Death Gratuities Program	500	
Increase in Unemployment Benefits Program	52	
Increase in Mass Transportation Program	450	
Increase in Partial DLA Program	222	
Total Increases		11,626

ACTIVE FORCES
SCHEDULE OF INCREASES AND DECREASES
(Amount in Thousands)

		<u>AMOUNT</u>
Pricing Decrease		(736)
Decrease in SGLI Pricing	(603)	
Decrease in ROTC Pricing	(133)	
Program Decrease		(828)
Strength (PGD):	(686)	
Decrease in ROTC average strength	(686)	
Other (PGD):	(142)	
Decrease in SGLI Program	(142)	
Total Decreases		(1,564)
FY 2026 DIRECT PROGRAM		143,629

(Amount in Thousands)

PROJECT: APPREHENSION OF AIR FORCE DESERTERS, ABSENTEES, AND MILITARY PRISONERS

FY 2026 Estimate	26
FY 2025 Estimate	26
FY 2024 Actual	26

PART I - PURPOSE AND SCOPE

Funds provide for expenses associated with the apprehension of military deserters, absentees, escaped military prisoners, including the payment for travel of guards; payment of rewards or reimbursement of reasonable and actual expenses to persons or agencies apprehending and detaining or delivering absentees or deserters to military control. Expenses are authorized by Title 10 U.S.C. § 956 “Deserters, Prisoners, Members Absent without Leave: Expenses and Rewards”. Included is the cost of detention and subsistence provided during the period a military member is detained in civil confinement for safekeeping when so requested by military authority, cost of reimbursement for expenses incurred, transportation, lodging, and subsistence of escort guards.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from historical data and adjusted for military personnel non-pay inflation.

There is no change in the program between FY 2025 and FY 2026.

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses Incident to the Apprehension and Delivery of Deserters, Absentees and Prisoners	36	1,831	26	36	1,872	26	36	1,911	26

(Amount in Thousands)

PROJECT: INTEREST ON UNIFORMED SERVICES SAVINGS DEPOSIT PROGRAM

FY 2026 Estimate	1,784
FY 2025 Estimate	1,739
FY 2024 Actual	1,684

PART I - PURPOSE AND SCOPE

Funds pay interest on savings deposits of \$5.00 or more for overseas members of the uniformed services who participate in temporary duty in support of contingency operations. Under the provisions of P.L. 8-538, August 14, 1966, as amended in FY 1991 by Title 10 U.S.C., Section 1035, service members are permitted to deposit up to \$10,000 of their monthly unallotted pays into the savings program while they are in deployed status. The interest rate is not to exceed 10% per year.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost projections are based on factors developed from historical data and troop levels.

There is a +\$45.0 thousand increase in the total USSD program requirement between FY 2025 and FY 2026. Change is due to inflation and anticipated number of participants supporting overseas operations.

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
Interest on Uniformed Services Savings Deposit	1,684	1,739	1,784

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2026 Estimate	20,300
FY 2025 Estimate	19,800
FY 2024 Actual	19,500

PART I - PURPOSE AND SCOPE

Death Gratuities are paid to beneficiaries of military personnel who die under certain conditions. The death must have occurred (a) while on active duty or while traveling to or from duty, (b) during the 120-day period following date of discharge or release, under honorable conditions, from active duty (including retirement for either disability or length of service), or (c) while traveling to or from or while at a place for final acceptance or for entry into active duty in the military service. The benefits are covered under provisions of Title 10 U.S.C., Section 1475-80 as amended by H.R. 1281, dated March 22, 1991.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds requirements are based on mortality rates, historical trends and the statutory gratuity amount. The rate was increased from \$12,420 to \$100,000 by the FY 2006 NDAA, P.L. 109-13.

There is a +\$500.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

(1) Program Increase due to expected mortality rates: +\$500.0 thousand

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	31	100,000	3,100	32	100,000	3,200	33	100,000	3,300
Enlisted	164	100,000	16,400	166	100,000	16,600	170	100,000	17,000
TOTAL	195		19,500	198		19,800	203		20,300

(Amount in Thousands)

PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS

FY 2026 Estimate 24,629
FY 2025 Estimate 24,070
FY 2024 Actual 19,604

PART I - PURPOSE AND SCOPE

The funds are for payments of unemployment benefits to eligible ex-active duty service members and demobilized Guard and Reserve personnel as prescribed in Section 8521(a), Paragraph 1 of Title 5 U.S.C. Generally, eligibility is defined as at least 365 days of continuous active service in the Armed Forces whereupon the individual is discharged under honorable conditions or demobilized. Active duty personnel must complete a first full-term of active service or be discharged before a first-term is completed under an early release program, because of hardship, for medical reasons, or for personality disorders or inaptitude. Additionally, eligibility is subject to numerous applicable state laws.

The Department of Labor is the Executive Agency, as administered by individual states, for the Federal Government's share of applicable unemployment compensation. Currently, benefits are payable up to 26 weeks with no waiting period.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on Department of Labor economic assumptions, Department of Defense historical experience and force management initiatives to meet authorized end strength.

There is a +\$559.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to the average rate inflation: +\$507.0 thousand
- (2) Program Increase due to increase in the number of projected losses eligible to receive payments as well as the anticipated national unemployment

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Unemployment Compensation	3,585	5,468	19,604	4,307	5,589	24,070	4,316	5,706	24,629

(Amount in Thousands)

PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICEMEMBERS' GROUP LIFE INSURANCE

FY 2026 Estimate	4,041
FY 2025 Estimate	4,786
FY 2024 Actual	4,482

PART I - PURPOSE AND SCOPE

Section 1969 of Title 38 U.S.C. provides that there will be an annual assessment for the costs of the extra hazards of duty when actual mortality exceeds peacetime mortality. Each year the Department of Veterans Affairs actuaries perform a study of peacetime mortality, based upon the most recent three years of service member claim experience. This mortality study is used to determine the expected number of deaths under peacetime conditions. The expected number is then compared to the actual number of deaths to determine whether an extra hazard reimbursement is due to the Servicemembers' Group Life Insurance program. Due to world events, annual reimbursement payments for Extra Hazard Reimbursement for Servicemembers' Group Life Insurance were required starting in FY 2004 for the first time since the Vietnam era. Additionally, during FY 2006, the Military Departments were required to make payments to the Department of Veterans Affairs for the retroactive and future costs associated with enacted Traumatic Injury Protection coverage under the Servicemembers' Group Life Insurance (T-SGLI) program.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost is provided by the Director of the Department of Veterans Affairs' Insurance Services. The VA notifies the Under Secretary of Defense (Comptroller) of the installments required from the military services.

There is a -\$745.0 thousand decrease in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Decrease due to benefit amount decrease: -\$603.0 thousand
- (2) Program Decrease due to the anticipated number of participants supporting overseas operations: -\$142.0 thousand

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

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
	Amount	Amount	Amount
Extra Hazard Reimb. for SGLI	0	0	0
Premiums-SGLI	4,482	4,786	4,041
Traumatic Injury-SGLI (Retro)	0	0	0
Total	4,482	4,786	4,041

(Amount in Thousands)

PROJECT: EDUCATION BENEFITS (MONTGOMERY GI BILL)

FY 2026 Estimate	0
FY 2025 Estimate	0
FY 2024 Actual	0

PART I - PURPOSE AND SCOPE

P.L. 101-510 dated November 5, 1990 allows members who are involuntarily separated from the armed services to enroll in the Montgomery GI Bill Program. The FY 1993 NDAA allows members exercising the Voluntary Separation Incentive/Special Separation Benefit (VSI/SSB) options to convert from the Veterans Educational Assistance Program (VEAP) to the Montgomery GI Bill. Most military members who receive VSI/SSB entered the service when VEAP was in effect. Beginning in July 1985, the All-Volunteer Force Educational Assistance Program, known as the Montgomery GI Bill, became effective under Title 38 U.S.C., Chapter 30 and no new enrollments were accepted into VEAP. The Services are now required to make contributions to the Department of Defense Education Benefits Fund to cover the conversions as determined by the Board of Actuaries.

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

P.L. 110-252 section 5003 authorized educational assistance for members of the armed forces who serve after September 11, 2001. Subsection 3313 further states the Secretary shall pay to each individual entitled to educational assistance who is pursuing a program of education, to meet the expenses of such individual's subsistence, tuition, fees, and other educational costs.

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

There is no change in the program between FY 2025 and FY 2026.

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
Education Benefits	0	0	0

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2026 Estimate	407
FY 2025 Estimate	407
FY 2024 Actual	406

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

Funds are required to pay qualifying expenses incurred by active duty members in the adoption of a child under the age of 18 years. Qualifying expenses include agency fees; legal fees; medical expenses for the biological mother and newborn child to be adopted, placement fees, temporary foster care and other expenses approved by OSD (FM&P).

There is no change in the program between FY 2025 and FY 2026.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses for Adoptions	193	2,100	406	194	2,100	407	194	2,100	407

(Amount in Thousands)

PROJECT: MASS TRANSPORTATION

FY 2026 Estimate	7,300
FY 2025 Estimate	6,850
FY 2024 Actual	6,287

PART I - PURPOSE AND SCOPE

Executive Order 13150 dated April 21, 2000 directed Federal Agencies to implement a transportation fringe benefit program offering qualified federal employees the option to exclude from taxable wages or receive direct compensation, consistent with Title 26 U.S.C. § 132 for employee commuting costs incurred through the use of mass transportation and vanpools, not to exceed the maximum level allowed by law. E.O. 13150 was codified at Title 5 U.S.C. § 7905 through P.L. 109-59, Title III., § 3409 (a) in August 2005. The program is designed to reduce federal employees' contribution to traffic congestion and air pollution and to expand their commuting alternatives by encouraging mass transportation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on the historical number of Air Force military personnel assigned to the National Capital Region (NCR), and select location outside of the NCR, who took advantage of this mode of transportation. Based on the Consolidated Appropriations Act, 2016 (P.L. 114-113), § 105, monthly increases are made permanent, and subject to the application of the inflation adjustment under Title 26 U.S.C., § 132(f)(6), the Internal Revenue Service (IRS) Code. Effective January 1, 2023, the monthly cap was set to \$300, up from \$280, and will remain until the IRS Code is modified. Effective 1 Jan 24, the monthly cap is \$315. Based on this monthly rate, the annual maximum is \$3,735 for 2024, \$3,780 for 2025 and \$3,780 for 2026.

There is a +\$450.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

(1) Program Increase due to number of eligible servicemembers: +\$450.0 thousand

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	1,310	3,735	4,893	1,410	3,780	5,330	1,502	3,780	5,678
Enlisted	373	3,735	1,394	402	3,780	1,520	429	3,780	1,622
TOTAL	1,683		6,287	1,812		6,850	1,931		7,300

(Amount in Thousands)

PROJECT: PARTIAL DISLOCATION ALLOWANCE

FY 2026 Estimate	15,371
FY 2025 Estimate	14,570
FY 2024 Actual	14,123

PART I - PURPOSE AND SCOPE

Title 37 U.S.C. § 407, as amended by the Fiscal 2002 National Defense Authorization Act (NDAA), § 636, authorized a partial dislocation allowance (DLA) payment to service members who are ordered, for the convenience of the Government, to move into or out of military family housing provided by the United States.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The allowance was directed by the Joint Travel Regulation (JTR), effective calendar year 2011. As of 1 May, paragraph 050508 of the JTR has been updated to read, “A service member ordered to occupy or vacate Government quarters due to privatization, renovation, or any other reason for the Government’s convenience must be paid a partial DLA.” This revision implements Fiscal 2020 NDAA, § 607, effective January 1, 2019. This change authorizes a partial dislocation allowance paid to a member ordered to occupy or vacate housing provided by the United States government, and removes the limitation to only family-type government quarters. Effective 1 January 2024, this allowance increased to \$924.40, per JTR, paragraph. 050508B.

There is a +\$801.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to average rate based on basic pay inflation: +\$579.0 thousand
- (2) Program Increase due to increase in expected recipients: +\$222.0 thousand

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

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
Partial Dislocation Allowance	14,123	14,570	15,371

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

FY 2026 Estimate 7,303
FY 2025 Estimate 12,541
FY 2024 Actual 7,013

PART I - PURPOSE AND SCOPE

Senior Air Force Reserve Officer Training Corps (ROTC) provides for the military personnel cost of students enrolled in the Senior ROTC Non- Scholarship Program. The estimate includes funds for subsistence allowance, uniforms, pay and allowances and subsistence while attending summer training and field training.

Beginning with the FY 2006 Budget, funding for the ROTC program was transferred from the Reserve Personnel, Air Force appropriation. Travel costs associated with the program are funded in the O&M, Air Force appropriation.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Expenses for Senior Reserve Officer Training Corps cadets are incurred in the following categories: subsistence allowance, uniforms, pay and allowances, subsistence-in-kind and Foreign Language Incentive Program. Details of the cost computation are provided in the following tables:

There is a -\$5,238.0 thousand decrease in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to inflation of uniform and subsistence rates: +\$567.2 thousand
- (2) Program Decrease due to change in the number of participants: -\$5,805.2 thousand

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence Allowance	4,134	483	1,996	14,220	487	6,925	4,134	483	1,996
Uniforms	5,461	812	4,437	6,560	745	4,886	5,509	848	4,674
Pay & Allowances	0	0	0	0	0	0	0	0	0
Subsistence-In-Kind	3,300	176	580	4,490	163	730	4,200	151	633
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0
TOTAL Requirement			7,013			12,541			7,303

Total Requirement

Expenses are incurred for Senior Reserve Officer Training Corps members, excluding those receiving scholarships, as follows:

Institutional Program:

The institutional program provides several entitlements for the Senior ROTC program. Programs include subsistence allowance, uniforms and subsistence-in-kind.

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Subsistence Allowance:

The monthly MILPERS stipend for all cadets enrolled in AFROTC was reduced under the guidance of DoD FMR 7000.14-R, Vol 7A, Chap 59, Table 59.1 from the authorized maximum to the authorized minimum effective 1 October 2013. Entitlement accrues for the actual enrollment of the cadet in the academic term for not more than 600 days under a 4-year program and not more than 900 days for an approved bona fide 5-year program. Summer vacation entitlement accrues during the summer between AS 300 and AS 400.

Subsistence Allowance: (*Number represents student months = projected enrollment times number of days divided by 30)

Subsistence:

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Third Year (AS300)	1,428	450	643	3,702	450	1,666	1,428	450	643
Fourth Year (AS400)	1,896	500	948	8,712	500	4,356	1,896	500	948
Fifth Year	810	500	405	1,806	500	903	810	500	405

Uniforms:

Uniforms, Issue-in-Kind: Uniform issues, including replacement items. Rate shown is an average rate.

Uniforms, Commutation in Lieu of Issue-in-Kind Uniforms: Reimbursement made to ROTC students enrolled at military colleges. Rates shown are average rates and are based upon approved Service military clothing items.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	4,846	878	4,253	4,870	897	4,368	4,894	916	4,482
Uniforms, Commutation in Lieu:	0	0	0	0	0	0	0	0	0

Subsistence-In-Kind:

Travel for Medical and Other Exams: Subsistence-in-kind for cadets traveling to and from their installation for medical exams and other exams. Costs for contract meals are provided at MEPs facilities. Non-scholarship cadets receive government furnished meals while attending the medical flight screening program. Rates shown are average rates.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind for Medical or Other Examinations:	800	15	12	1,000	15	15	1,000	15	15

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Base Visit Program

Subsistence-in-kind provided for cadets to visit active Air Force installations for orientation and other educational observances. Rate shown is an average rate.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind	0	0	0	0	0	0	0	0	0

Summer Field Training:

Summer Field Training objectives are to develop military leadership and discipline, provide Air Force officer orientation and motivation, and determine officer potential. In accordance with Title 10 U.S.C., Sections 2101-2111, cadets must attend field training before commissioning. Costs for this program include pay & allowances, subsistence-in-kind and uniforms.

Pay and Allowances: Basic pay and government's social security contributions for members attending summer field training programs. P.L. 106-398, Section 612, changed cadet/midshipman pay to 35 percent of a second lieutenant/ensign's (01) basic pay with less than two years of service. Rate shown is an average rate.

Subsistence-in-Kind: Meals for members participating in summer field training programs. Rate shown is an average rate.

Uniforms, Issue-in-Kind: Uniform issues, including replacement items. Rate shown is an average rate.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	0	0	0	0	0	0	0	0	0
Subsistence of Summer Field Training:	1,400	391	548	1,690	403	681	1,400	416	583
Uniforms, Issue-in-Kind:	615	299	184	1,690	307	518	615	312	192

(Amount in Thousands)

PROJECT: SENIOR ROTC - NONSCHOLARSHIP PROGRAM

Professional Development Training Program

This program is conducted during a cadet's freshman to junior year. Some seniors elect to attend some programs.

The objectives of this program are to provide specialized orientation in a specialty appropriate to a cadet's category or interest; help cadets gain knowledge of the management challenges in leadership and human relations encountered by a junior Air Force officer; and motivate cadets toward an Air Force career. Costs include pay and allowances, subsistence-in-kind and uniforms.

Pay and Allowances: Basic pay and government's social security contribution for selected cadets attending professional development training to spend one to five weeks in job-related orientation at active Air Force installations. PL 106-398, Section 612, changed the pay for a cadet/midshipman to 35% of a second lieutenant/ensign's (01) basic pay with less than two years of service. Rate shown is an average rate.

Subsistence-in-Kind: Subsistence for selected cadets attending professional development training to spend one or five weeks in job-related orientation at active Air Force installations. Rate shown is an average rate.

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	0	0	0	0	0	0	0	0	0
Subsistence of Professional Development Training:	1,100	18	20	1,800	19	34	1,800	19	35
Uniforms, Issue-in-Kind:	0	0	0	0	0	0	0	0	0

Foreign Language Incentive Program

FY 2008 NDAA allows stipends for ROTC cadets taking foreign language courses that will ensure airmen are able to influence operations worldwide. The program enables Information Warfare, Information Assurance and Foreign Interest Defense. It supports Air Force efforts in culture and language programs to meet requirements across accession points, in professional military education and specific career fields. Rates vary by foreign language. Rates shown are average rates. The Foreign Language Incentive bonus was terminated beginning in FY 2016.

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

FY 2026 Estimate 38,847
FY 2025 Estimate 26,856
FY 2024 Actual 29,893

PART I - PURPOSE AND SCOPE

Scholarship Program provides for the military personnel cost of students enrolled in the Air Force ROTC Scholarship Program authorized by P.L. 88-647 as amended. The estimate includes funds for subsistence allowance, uniforms and pay and allowances and subsistence while attending field training and professional development training.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Expenses for Reserve Officer Training Corps Scholarship cadets are incurred in the following categories: subsistence allowance, uniforms, pay and allowances, Foreign Language Incentive Program and subsistence-in-kind. Details of the cost computation are provided in the following tables:

There is a +\$11,991.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to inflation of uniform and subsistence rates: +\$147.5 thousand
- (2) Program Increase due to change in the number of participants receiving subsistence in kind during travel: +\$11,843.5 thousand

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence Allowance	59,926	434	26,021	51,730	437	22,616	79,950	434	34,727
Uniforms	3,430	904	3,100	3,763	867	3,262	3,430	942	3,230
Pay & Allowances	100	1,800	180	150	1,887	283	100	1,960	196
Subsistence-In-Kind	15,037	39	592	18,335	38	695	18,275	38	694
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0
TOTAL Requirement			29,893			26,856			38,847

Institutional Program

The institutional program provides several entitlements for the Senior ROTC program. Programs include subsistence allowance, uniforms and subsistence-in-kind.

Subsistence Allowance: The entitlement is authorized for a maximum of 20 months in the General Military Course (GMC) and 30 months in the Professional Officer Course (POC). Legal authority is contained in P.L. 88-647, 13 October 1964, as amended and DoD FMR 7000.14R, Volume 7A, Chap 59. This public law was amended by P.L. 106-398, Section 612, for a tiered stipend beginning in FY 2002. The monthly MILPERS stipend for all cadets enrolled in AFROTC was reduced under the guidance of DoD FMR 7000.14-R, Volume 7A, Chap 59, Table 59.1 from the authorized maximum to the authorized minimum effective 1 October 2013. Effective FY 2019, the stipend rates changed as follows: AS100 to \$300.00, AS200 to \$350.00, AS300 to \$450.00 and for AS400 to \$500.00 Rates shown are average rates.

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

Subsistence Allowance: (*Number represents student months = projected enrollment times number of days divided by 30)

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
First Year (AS100)	8,710	300	2,613	4,660	300	1,398	9,900	300	2,970
Second Year (AS200)	7,080	350	2,478	8,910	350	3,119	12,600	350	4,410
Third Year (AS300)	22,764	450	10,244	19,626	450	8,832	27,552	450	12,398
Fourth Year (AS400)	18,852	500	9,426	14,346	500	7,173	25,908	500	12,954
Fifth Year	2,520	500	1,260	4,188	500	2,094	3,990	500	1,995
Totals			26,021			22,616			34,727

Uniforms

Uniforms, Issue-in-Kind: Uniform issues, including replacement items and issues for summer field training. Rate shown is an average rate.

Uniforms, Commutation in Lieu of Issue-in-Kind Uniforms: Reimbursement made to ROTC students enrolled at military colleges. Rates shown are average rates and are based upon approved Service military clothing issue items.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	1,548	878	1,359	1,555	897	1,395	1,562	916	1,431
Uniforms, Commutation in Lieu:	1,312	1,197	1,570	1,298	1,223	1,588	1,298	1,249	1,621

Subsistence-In-Kind

Travel for medical and Other Exams: Subsistence-In-Kind for cadets traveling to and from their installation for medical exams and other exams.

Scholarship cadets receive government furnished meals while attending the medical flight screening program. Rate shown is an average rate.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind for Medical or Other Examinations:	1,080	15	16	1,000	15	15	1,000	15	15

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

Base Visit Program

Subsistence-in-kind provided for cadets to visit active Air Force installations for orientation and other educational observances. Rate shown is an average rate.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Subsistence-In-Kind	9,000	13	113	9,000	13	117	9,000	13	121

Summer Field Training

Summer Field Training objectives are to develop military leadership and discipline, provide Air Force officer orientation and motivation, and determine officer potential. Costs for this program include pay & allowances, subsistence-in-kind, travel lodging and uniforms.

Pay and Allowances: Basic pay and government's social security contribution for members attending summer field training programs. P.L. 106-398, Section 612, changed cadet/midshipman pay to 35 percent of a second lieutenant/ensign's (01) basic pay with less than two years of service. Rate shown is an average rate.

Subsistence-in-Kind: Meals for members participating in summer field training programs. Rate shown is an average rate.

Uniforms, Issue-in-Kind: Uniform issues, including replacement items and issues for summer field training. Rate shown is an average rate.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	100	1,800	180	150	1,887	283	100	1,960	196
Subsistence of Summer Field Training:	1,000	391	391	1,060	403	427	1,000	417	417
Uniforms, Issue-in-Kind:	570	300	171	910	307	279	570	312	178

(Amount in Thousands)

PROJECT: SENIOR ROTC - SCHOLARSHIP PROGRAM

Professional Development Training Program

This program is conducted during a cadet's freshman to junior year. Some seniors elect to attend some programs.

The objectives of this program are to provide specialized orientation in a specialty appropriate to a cadet's category or interest; help cadets gain knowledge of the management challenges in leadership and human relations encountered by a junior Air Force officer; and motivate cadets toward an Air Force career. Costs include pay and allowances, subsistence-in-kind and uniforms.

Pay and Allowances: Basic pay and government's social security contribution for selected cadets attending professional development training to spend one to five weeks in job-related orientation at active Air Force installations. PL 106-398, Section 612, changed the pay for a cadet/midshipman to 35% of a second lieutenant/ensign's (01) basic pay with less than two years of service. Rate shown is an average rate.

Subsistence-in-Kind: Subsistence for selected cadets attending professional development training to spend one or five weeks in job-related orientation at active Air Force installations. Rate shown is an average rate.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Pay and Allowances of Reserve Officer Candidates:	0	0	0	0	0	0	0	0	0
Subsistence of Professional Development Training:	3,957	18	72	7,275	19	136	7,275	19	141
Uniforms, Issue-in-Kind:	0	0	0	0	0	0	0	0	0

Foreign Language Incentive Program

FY 2008 NDAA allows stipends for ROTC cadets taking foreign language courses that will ensure airmen are able to influence operations worldwide. The program enables Information Warfare, Information Assurance and Foreign Interest Defense. It supports Air Force efforts in culture and language programs to meet requirements across accession points, in professional military education and specific career fields. Rates vary by foreign language. Rates shown are average rates.

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Foreign Language Incentive Program	0	0	0	0	0	0	0	0	0

(Amount in Thousands)

PROJECT: JUNIOR ROTC

FY 2026 Estimate	23,621
FY 2025 Estimate	21,922
FY 2024 Actual	20,764

PART I - PURPOSE AND SCOPE

Funds provide issue-in-kind uniforms and subsistence-in-kind (meals) for students enrolled in the Junior ROTC program at secondary education institutions. The dollar rate for uniforms is a composite of complete issues for new members and partial replacements for other members. The estimate for subsistence-in-kind covers the cost of meals for students participating in curriculum in action trips, summer leadership schools and Science, Technology, Engineering and Math (STEM) camps.

PART II - JUSTIFICATION OF FUNDS REQUESTED

Cost estimates are based on factors developed from historical data and adjusted for military personnel non-pay inflation.

There is a +\$1.7 million increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to average rate based on inflation: +\$0.5 million
- (2) Program Increase due to expansion of JROTC students and /or schools with programs: +\$1.2 million

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Uniforms, Issue-in-Kind:	86,250	205	17,692	89,000	210	18,657	93,750	214	20,065
Subsistence-In-Kind:	86,250	36	3,072	89,000	37	3,265	93,750	38	3,556
Total			20,764			21,922			23,621

SECTION 5

SPECIAL ANALYSIS

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

Assigned Outside DoD:

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Nonreimbursable Personnel:									
Exec Office of the President, White House (WHMO)	24	14	38	24	14	38	24	14	38
Office of National Drug & Control Policy (ONDCP)	3	0	3	3	0	3	3	0	3
Office of the Vice President (OVP)	3	7	10	3	7	10	3	7	10
Department of State (DOS)	23	1	24	23	1	24	23	1	24
Department of Energy (DOE)	10	0	10	10	0	10	10	0	10
Department of Transportation (DOT)	1	0	1	1	0	1	1	0	1
Drug Enforcement Administration (DEA)	0	6	6	0	6	6	0	6	6
National Security Council (NSC)	6	1	7	6	1	7	6	1	7
Central Intelligence Agency (CIA)	12	1	13	12	1	13	12	1	13
Domestic Nuclear Detection Office (DNDO)	9	0	9	9	0	9	9	0	9
Office Dir of National Intel (ODNI)	1	0	1	1	0	1	1	0	1
Subtotal Non-Reimbursable Personnel	92	30	122	92	30	122	92	30	122

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Reimbursable Personnel:									
Office of Science & Technology Policy	9	5	14	9	5	14	9	5	14
Central Intelligence Agency	1	0	1	1	0	1	1	0	1
Department of Transportation	2	0	2	2	0	2	2	0	2
Space & Missile Support, Vice Cmdr (CV)	10	1	11	10	1	11	10	1	11
White House Office (WHO)	3	0	3	3	0	3	3	0	3
Department of Energy (DOE)	1	0	1	1	0	1	1	0	1
Dept of Homeland Security (DHS)	1	0	1	1	0	1	1	0	1
Subtotal Reimbursable Personnel	27	6	33	27	6	33	27	6	33
In Support Non DoD Functions:									
Foreign Military Sales	65	36	101	65	36	101	65	36	101
Subtotal Non-DoD Functions	65	36	101	65	36	101	65	36	101

ACTIVE FORCES
MILITARY PERSONNEL ASSIGNED OUTSIDE DoD
(End Strength)

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Assigned to DoD Activities in Support of									
DoD Functions: Working Capital Fund (WCF)									
HQ US Transportation Command (TRANSCOM)	78	25	103	78	25	103	78	25	103
Military Surface Deployment and Distribution Command (SDDC)	7	0	7	7	0	7	7	0	7
Defense Courier Service (DCS)	8	82	90	8	82	90	8	82	90
Defense Information Systems Agency (DISA)	8	4	12	8	4	12	8	4	12
Defense Logistics Agency (DLA)	109	14	123	109	14	123	109	14	123
Depot Maintenance Activity Group (DMAG)	68	100	168	68	100	168	68	100	168
Supply Management Activity Group (SMAG)	42	18	60	42	18	60	42	18	60
Subtotal Working Capital Fund	320	243	563	320	243	563	320	243	563
Total - Reimbursable	412	285	697	412	285	697	412	285	697
Total - Nonreimbursable	92	30	122	92	30	122	92	30	122
Grand Total	504	315	819	504	315	819	504	315	819

**ACTIVE FORCES
REIMBURSABLE PROGRAM
(Amount in Thousands)**

	<u>FY 2024 Actual</u>	<u>FY 2025 Estimate</u>	<u>FY 2026 Estimate</u>
Subsistence	29,104	11,117	0
RC ADOS (Non-Strength) Related:			
Officer - Basic Pay	14,864	17,367	18,459
Other Pay and Allowances	8,938	10,309	10,880
Enlisted - Basic Pay	23,629	24,205	25,767
Other Pay and Allowances	12,681	12,935	13,780
Retired Pay Accrual	11,548	11,058	10,747
TSP Matching Contributions	0	0	0
PCS Travel	0	0	0
RC ADOS (Non-Strength) Related Subtotal	71,659	75,875	79,632
Strength Related:			
Officer - Basic Pay	81,298	94,994	100,964
Other Pay and Allowances	48,885	56,390	59,507
Enlisted - Basic Pay	129,244	132,391	140,935
Other Pay and Allowances	69,360	70,750	75,369
Retired Pay Accrual	63,163	60,484	58,782
TSP Matching Contributions	0	0	0
PCS Travel	0	0	0
Strength Related Subtotal	391,951	415,008	435,558
TOTAL PROGRAM	492,714	502,000	515,190

**MILITARY PERSONNEL APPROPRIATION, AIR FORCE
RESERVE OFFICER CANDIDATES (ROTC) ENROLLMENT**

	AY 23-24 (FY24)			AY 24-25 (FY25)			AY 25-26 (FY26)		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
<u>Senior ROTC - Non-Scholarship</u>									
(Excluding Scholarship)									
First Year	3,346	3,376	3,406	3,346	3,376	3,406	3,346	3,376	3,406
Second Year	2,778	2,402	2,026	2,778	2,402	2,026	2,778	2,402	2,026
Total Basic	6,124	5,778	5,432	6,124	5,778	5,432	6,124	5,778	5,432
Third Year	97	119	140	0	0	0	0	0	0
Fourth Year	165	158	150	0	0	0	0	0	0
Total Advanced	262	276	290	0	0	0	0	0	0
Extended Active	92	81	69	92	81	69	92	81	69
Total Non-Scholarship	6,478	6,135	5,791	6,216	5,859	5,501	6,216	5,859	5,501
<u>Senior ROTC - Scholarship</u>									
First Year	1,055	871	686	1,200	990	780	1,200	990	780
Second Year	722	708	693	1,380	1,260	1,140	1,380	1,260	1,140
Total Basic	1,777	1,578	1,379	2,580	2,250	1,920	2,580	2,250	1,920
Third Year	1,951	1,897	1,842	2,373	2,296	2,218	2,373	2,296	2,218
Fourth Year	1,584	1,571	1,557	2,218	2,159	2,100	2,218	2,159	2,100
Total Advanced	3,535	3,467	3,399	4,591	4,455	4,318	4,591	4,455	4,318
Extended Active	309	252	194	403	399	394	403	399	394
Total Scholarship	5,621	5,297	4,972	7,574	7,103	6,632	7,574	7,103	6,632
<u>Total Enrollment</u>									
First Year	4,401	4,247	4,092	4,546	4,366	4,186	4,546	4,366	4,186
Second Year	3,500	3,110	2,719	4,158	3,662	3,166	4,158	3,662	3,166
Total Basic	7,901	7,356	6,811	8,704	8,028	7,352	8,704	8,028	7,352
Third Year	2,048	2,015	1,982	2,373	2,296	2,218	2,373	2,296	2,218
Fourth Year	1,749	1,728	1,707	2,218	2,159	2,100	2,218	2,159	2,100
Total Advanced	3,797	3,743	3,689	4,591	4,455	4,318	4,591	4,455	4,318
Extended Active	401	332	263	495	479	463	495	479	463
Total ROTC Enrollment	12,500	11,763	11,026	14,285	13,441	12,596	14,285	13,441	12,596
Complete Commissioned	0	0	1,632	0	0	1,954	0	0	1,819
Comp, Com Defr (No Adl Ent)	0	0	0	0	0	0	0	0	0
(Cum Proj in Defr Status)	0	0	0	0	0	0	0	0	0
Complete, 5 Year Deg Ent	0	225	450	0	225	450	0	215	430
Number of ROTC Detach	145	0	145	145	0	145	145	0	145
Number of ROTC Operating Locations	2	0	2	2	0	3	3	0	5

**MILITARY PERSONNEL APPROPRIATION, AIR FORCE
JUNIOR RESERVE OFFICER TRAINING CORPS (JROTC) ENROLLMENT**

	AY 23-24	AY 24-25	AY 25-26
	Sep 2024	Sep 2024	Sep 2024
1st Year Cadet (Freshmen)	46,000	48,000	50,000
2nd Year Cadet (Sophomores)	23,000	24,000	25,000
3rd Year Cadet (Juniors)	11,500	12,000	12,500
4th Year Cadet (Seniors)	5,750	6,000	6,250
Total	86,250	90,000	93,750
Number of Junior ROTC Detachments	835	840	850

Number of Schools, Civilian and Military Personnel Associated with the Air Force ROTC Program follows:

	<u>End FY 2024 Actual</u>	<u>End FY 2025 Estimate</u>	<u>End FY 2026 Estimate</u>
Senior ROTC			
Schools	145	145	145
Civilian Personnel (End Strength)	34	34	34
Military Personnel (End Strength) 1/	931	931	931
Junior ROTC			
Schools	835	840	850
Civilian Personnel (End Strength)	79	79	79
Military Personnel (End Strength) 1/	1	1	1

NOTE: The personnel costs associated with these end strengths are funded by Air Force Operation and Maintenance and Military Personnel Appropriations.

1/ Includes those assigned to Management Headquarters.

**Military Personnel, Air Force
Monthly End Strength by Pay Grade**

FY 2024 Actual

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	11	11	12	12	15	13	13	13	13	13	13	14
O-9 Lieutenant General	38	36	40	43	41	42	42	41	39	41	43	42
O-8 Major General	65	64	83	79	78	77	77	77	76	75	86	82
O-7 Brigadier General	122	121	99	98	99	99	99	101	105	109	99	104
O-6 Colonel	3,159	3,167	3,165	3,106	3,117	3,132	3,171	3,218	3,202	3,195	3,183	3,150
O-5 Lt Colonel	9,072	9,108	9,149	9,181	9,224	9,222	9,270	9,300	9,263	9,213	9,171	9,133
O-4 Major	13,380	13,353	13,299	13,297	13,302	13,296	13,271	13,567	13,440	13,315	13,210	13,116
O-3 Captain	21,061	20,952	21,027	20,772	20,563	20,436	21,249	20,936	20,894	20,948	20,934	20,952
O-2 1st Lieutenant	6,957	7,043	6,850	6,831	6,885	6,840	5,822	6,850	6,882	6,901	6,873	7,027
O-1 2nd Lieutenant	6,612	6,464	6,469	6,551	6,650	6,657	6,707	6,321	6,764	6,842	6,999	6,888
W-5 Chief Warrant Officer 5	0	0	0	0	0	0	0	0	0	0	0	0
W-4 Chief Warrant Officer 4	0	0	0	0	0	0	0	0	0	0	0	0
W-3 Chief Warrant Officer 3	0	0	0	0	0	0	0	0	0	0	0	0
W-2 Chief Warrant Officer 2	0	0	0	0	0	0	0	0	0	0	0	0
W-1 Warrant Officer 1	0	0	0	0	0	0	0	0	0	0	0	0
Total Officers	60,477	60,319	60,193	59,970	59,974	59,814	59,721	60,424	60,678	60,652	60,611	60,508
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,534	2,515	2,493	2,499	2,487	2,464	2,461	2,465	2,462	2,463	2,457	2,444
E-8 Senior Master Sergeant	4,783	4,800	4,831	4,847	4,857	4,785	4,799	4,809	4,765	4,782	4,805	4,789
E-7 Master Sergeant	23,890	23,843	23,832	23,759	23,649	23,554	23,297	23,203	23,084	22,901	22,704	22,665
E-6 Technical Sergeant	40,870	40,654	40,446	40,162	39,898	39,636	39,438	39,232	38,988	38,802	38,743	38,559
E-5 Staff Sergeant	55,705	55,313	55,016	54,527	54,338	54,053	54,090	53,789	53,614	53,313	52,813	52,549
E-4 Senior Airman	65,353	65,463	65,958	66,091	66,669	67,117	67,351	67,624	67,723	67,846	68,439	68,504
E-3 Airman First Class	44,164	44,360	44,459	44,724	44,317	44,425	44,303	44,768	44,872	44,746	44,126	43,984
E-2 Airman	7,680	7,692	7,445	7,475	7,892	7,839	8,004	8,228	8,260	8,753	8,967	8,980
E-1 Airman Basic	8,435	8,883	8,686	9,055	8,610	8,197	8,165	8,093	8,171	8,481	8,935	8,938
Total Enlisted	253,414	253,523	253,166	253,139	252,717	252,070	251,908	252,211	251,939	252,087	251,989	251,412
<u>Cadets</u>	4,036	4,031	3,984	3,987	3,974	3,965	3,956	2,982	4,077	4,058	4,046	4,038
Total End Strength	317,927	317,873	317,343	317,096	316,665	315,849	315,585	315,617	316,694	316,797	316,646	315,958

**Military Personnel, Air Force
Monthly End Strength by Pay Grade**

FY 2025 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	15	13	13	13	13	13	12	11	11	11	11	11
O-9 Lieutenant General	40	40	39	39	39	39	37	46	46	46	46	46
O-8 Major General	77	73	71	71	71	70	69	77	77	77	77	77
O-7 Brigadier General	104	101	101	100	100	100	100	112	112	112	112	112
O-6 Colonel	3,125	3,126	3,126	3,054	3,112	3,137	3,199	3,238	3,257	3,259	3,242	3,222
O-5 Lt Colonel	9,155	9,186	9,224	9,269	9,292	9,271	9,290	9,360	9,380	9,394	9,400	9,414
O-4 Major	13,080	13,054	13,023	12,995	12,987	12,969	12,958	13,426	13,481	13,502	13,552	13,615
O-3 Captain	20,973	20,912	20,774	20,677	20,599	20,417	20,305	20,757	20,893	20,937	20,907	20,664
O-2 1st Lieutenant	7,075	7,019	7,024	6,981	6,909	7,027	6,929	6,952	6,788	6,749	6,661	6,922
O-1 2nd Lieutenant	6,591	6,497	6,453	6,467	6,552	6,605	6,816	7,036	7,333	7,238	7,315	7,305
W-5 Chief Warrant Officer 5	0	0	0	0	0	0	0	0	0	0	0	0
W-4 Chief Warrant Officer 4	0	0	0	0	0	0	0	0	0	0	0	0
W-3 Chief Warrant Officer 3	0	0	0	0	0	0	0	0	0	0	0	0
W-2 Chief Warrant Officer 2	0	0	12	13	14	23	27	27	33	33	33	33
W-1 Warrant Officer 1	0	0	10	9	8	22	18	18	30	30	30	30
Total Officers	60,235	60,021	59,870	59,688	59,696	59,693	59,760	61,060	61,441	61,388	61,386	61,451
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,449	2,465	2,477	2,469	2,482	2,433	2,448	2,464	2,481	2,493	2,546	2,526
E-8 Senior Master Sergeant	4,825	4,857	4,910	4,942	5,069	5,040	5,065	5,131	5,202	5,255	5,291	5,294
E-7 Master Sergeant	22,651	22,851	23,026	23,201	23,255	23,248	23,236	23,385	23,493	23,599	24,218	24,593
E-6 Technical Sergeant	38,421	38,415	38,418	38,378	38,254	38,053	38,021	38,102	38,213	38,424	37,965	37,505
E-5 Staff Sergeant	52,373	51,957	51,722	51,461	51,498	51,383	51,409	51,408	51,712	51,744	51,628	52,116
E-4 Senior Airman	68,780	68,793	68,534	68,967	68,959	68,972	68,710	67,740	66,427	65,452	64,247	63,107
E-3 Airman First Class	44,077	44,173	44,638	45,193	45,632	46,090	46,317	47,057	47,703	48,313	49,021	49,643
E-2 Airman	9,180	9,050	9,035	8,982	9,086	8,885	9,228	9,311	9,343	9,378	9,445	9,488
E-1 Airman Basic	9,367	9,247	9,375	9,779	9,764	9,818	9,886	9,545	9,171	8,942	8,870	8,433
Total Enlisted	252,123	251,808	252,135	253,372	253,999	253,922	254,320	254,143	253,745	253,600	253,231	252,705
<u>Cadets</u>	4,033	4,024	3,997	3,991	3,980	3,968	3,958	2,989	3,984	3,979	3,974	4,079
Total End Strength	316,391	315,853	316,002	317,051	317,675	317,583	318,038	318,192	319,170	318,967	318,591	318,235

**Military Personnel, Air Force
Monthly End Strength by Pay Grade**

FY 2026 Estimate

	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
<u>Commissioned Officer</u>												
O-10 General	11	11	11	11	11	11	11	11	11	11	11	11
O-9 Lieutenant General	46	46	46	46	46	46	46	46	46	46	46	46
O-8 Major General	77	77	77	77	77	77	77	77	77	77	77	77
O-7 Brigadier General	112	112	112	112	112	112	112	112	112	112	112	112
O-6 Colonel	3,202	3,207	3,208	3,228	3,258	3,281	3,304	3,309	3,290	3,250	3,188	3,122
O-5 Lt Colonel	9,401	9,420	9,447	9,467	9,473	9,492	9,523	9,518	9,453	9,379	9,296	9,224
O-4 Major	13,628	13,626	13,639	13,663	13,681	13,702	13,709	13,878	13,799	13,717	13,669	13,622
O-3 Captain	20,405	20,499	20,310	20,137	19,935	19,995	19,803	20,760	21,074	21,275	21,419	21,317
O-2 1st Lieutenant	7,139	7,047	7,234	7,263	7,299	7,107	7,148	7,165	6,972	6,921	6,816	7,097
O-1 2nd Lieutenant	7,220	7,210	7,021	7,080	7,079	7,272	7,217	7,026	7,226	7,055	7,045	6,919
W-5 Chief Warrant Officer 5	0	0	0	0	0	0	0	0	0	0	0	0
W-4 Chief Warrant Officer 4	0	0	0	0	0	0	0	0	0	0	0	0
W-3 Chief Warrant Officer 3	6	6	6	6	6	6	6	6	6	6	6	6
W-2 Chief Warrant Officer 2	98	98	98	98	98	98	98	98	98	98	98	98
W-1 Warrant Officer 1	36	36	36	36	36	36	36	36	36	36	36	36
Total Officers	61,381	61,395	61,245	61,224	61,111	61,235	61,090	62,042	62,200	61,983	61,819	61,687
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	2,524	2,525	2,501	2,516	2,517	2,499	2,516	2,517	2,530	2,546	2,549	2,559
E-8 Senior Master Sergeant	5,267	5,271	5,255	5,265	5,247	5,215	5,188	5,184	5,163	5,141	5,127	5,118
E-7 Master Sergeant	24,559	24,550	24,458	24,479	24,456	24,389	24,390	24,392	24,364	24,331	24,280	24,309
E-6 Technical Sergeant	37,629	37,724	37,746	37,800	37,800	37,838	37,936	37,957	38,024	38,098	38,196	38,382
E-5 Staff Sergeant	52,256	52,497	52,670	52,677	52,627	52,932	53,185	53,282	53,366	53,461	53,589	53,665
E-4 Senior Airman	63,340	63,368	63,529	63,885	64,496	64,486	64,504	64,726	64,768	64,734	64,396	63,972
E-3 Airman First Class	49,416	49,134	49,134	49,002	48,970	48,870	48,741	48,511	48,462	48,288	48,233	48,006
E-2 Airman	9,470	9,439	9,486	9,489	9,552	9,559	9,569	9,533	9,579	9,559	9,551	9,562
E-1 Airman Basic	8,437	8,256	8,633	8,688	8,885	8,975	8,961	8,722	8,988	9,133	9,880	10,240
Total Enlisted	252,898	252,764	253,412	253,801	254,550	254,763	254,990	254,824	255,244	255,291	255,801	255,813
<u>Cadets</u>	4,036	4,019	4,014	4,009	4,004	3,999	3,994	2,989	3,984	3,979	3,974	4,000
Total End Strength	318,315	318,178	318,671	319,034	319,665	319,997	320,074	319,855	321,428	321,253	321,594	321,500