



**AIR NATIONAL GUARD
Fiscal Year (FY) 2026
Budget Estimates**

**APPROPRIATION 3850
NATIONAL GUARD PERSONNEL, AIR FORCE**

June 2025

UNCLASSIFIED

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

Jun 2025

National Guard Personnel, Air Force

						FY 2026	FY 2026	
						Disc	Reconciliation	FY 2026
						Request	Request	Total
		Sec	FY 2024	FY 2025	FY 2025	FY 2025		
			Actuals	Enacted	Supplemental	Total		
<u>Reserve Component Training and Support</u>								
3850F	010 Pay Group A Training (15 Days & Drills 24/48)	U	1,058,780	1,013,146		1,013,146	1,186,553	1,186,553
3850F	030 Pay Group F Training (Recruits)	U	93,717	78,920		78,920	92,503	92,503
3850F	040 Pay Group P Training (Pipeline Recruits)	U	5,090	5,314		5,314	3,521	3,521
3850F	070 School Training	U	406,837	380,000		380,000	375,554	375,554
3850F	080 Special Training	U	316,415	284,651		284,651	257,086	257,086
3850F	090 Administration and Support	U	3,420,852	3,481,193		3,481,193	3,643,207	3,657,925
3850F	094 Thrift Savings Plan Matching Contributions	U	21,213	28,779		28,779	22,975	22,975
3850F	100 Education Benefits	U	16,130	15,496		15,496	17,387	17,387
Total Budget Activity 01			5,339,034	5,287,499		5,287,499	5,598,786	5,613,504
Total National Guard Personnel, Air Force			5,339,034	5,287,499		5,287,499	5,598,786	5,613,504
Total Direct - National Guard Personnel, Air Force			5,339,034	5,287,499		5,287,499	5,598,786	5,613,504
<u>Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u>								
1009F	300 National Guard Personnel, Air Force	U	371,867	384,233		384,233	431,362	431,362
Total National Guard Air Force Military Personnel Costs			5,710,901	5,671,732		5,671,732	6,030,148	6,044,866

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All figures in this exhibit are for the FY 2026 discretionary appropriations President's Budget request unless otherwise noted.

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**NATIONAL GUARD PERSONNEL, AIR FORCE
NATIONAL GUARD FORCES
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	<u>FY 2024</u> <u>(Actuals)</u>	<u>FY 2025</u> <u>(Enactment)</u>	<u>FY 2026</u> <u>(Estimate)</u>
DIRECT PROGRAM			
Reserve Component Training & Support	\$5,339,034	\$5,287,499	\$5,598,786
TOTAL DIRECT PROGRAM	\$5,339,034	\$5,287,499	\$5,598,786
REIMBURSABLE PROGRAM			
Reserve Component Training & Support	\$61,347	\$74,000	\$77,761
TOTAL REIMBURSABLE PROGRAM	\$61,347	\$74,000	\$77,761
TOTAL BASELINE PROGRAM			
Reserve Component Training & Support	\$5,400,381	\$5,361,499	\$5,676,547
TOTAL BASELINE PROGRAM FUNDING	\$5,400,381	\$5,361,499	\$5,676,547
Medicare Eligible Retiree Health Fund Contribution	\$371,867	\$384,233	\$431,362
TOTAL MILITARY PERSONNEL PROGRAM COST	\$5,772,248	\$5,745,732	\$6,107,909
Memo Entry: OTHER COCOM SUPPORT			
Yellow Ribbon Reintegration Program	\$1,186	\$6,069	\$5,413
TOTAL OTHER COCOM SUPPORT	\$1,186	\$6,069	\$5,413

The FY 2026 Department of Defense's (DoD) budget request includes requirements for Discretionary and Reconciliation (or mandatory) resources. Discretionary amounts (\$5,598,786 thousand) reflect the Department's request for resources enacted through the FY 2026 appropriations process. Mandatory (reconciliation) amounts (\$14,718 thousand) reflect the DoD's request for resources enacted through the Reconciliation process. The mandatory funds supplemental payments to military personnel to secure suitable housing in areas with a high cost of living, support the retention of Enlisted personnel in critical skill fields, and provide an additional seven days of Temporary Lodging Expense (TLE) (from 14 to 21 days). Mandatory funds are not included in the detailed exhibits of this request; however, the exhibits have been annotated with footnotes. Aside from the M-1 Exhibit, the RPAF Justification of Estimates' exhibits and tables will only reflect discretionary amounts. Further information for this reconciliation request is provided in the DoD FY 2026 Reconciliation Budget, Section 20001: Quality of Life. FY 2026 funding for homeland territorial integrity and security is included in Reconciliation Exhibit Section 20011: Homeland Border Securities Initiatives.

**NATIONAL GUARD PERSONNEL, AIR FORCE
NATIONAL GUARD FORCES
SUMMARY OF REQUIREMENTS BY BUDGET PROGRAM
(AMOUNTS IN THOUSANDS OF DOLLARS)**

The following information is submitted in accordance with the FY 2008 Appropriation Conference Report 110-434 and the FY 2008 House Appropriation Committee Report 110-279.

	<u>FY 2024</u> <u>(Actuals)</u>	<u>FY 2025</u> <u>(Enactment)</u>	<u>FY 2026 (Estimate)</u>
DIRECT PROGRAM	\$5,339,034	\$5,287,499	\$5,598,786
REIMBURSABLE PROGRAM	\$61,347	\$74,000	\$77,761
TOTAL from National Guard Personnel, Air Force (NGPAF) Funding	\$5,400,381	\$5,361,499	\$5,676,547
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	\$371,867	\$384,233	\$431,362
TOTAL FROM NATIONAL GUARD PERSONNEL, AIR FORCE PROGRAM COST	\$5,772,248	\$5,745,732	\$6,107,909
Memo Entry: OTHER COCOM SUPPORT	\$1,186	\$6,069	\$5,413
<u>MILITARY PERSONNEL, AIR FORCE (MPAF)</u>			
Mobilization Pay and Allowances	\$588,303	\$557,966	\$730,915
Active Duty for Operational Support (ADOS) Pay & Allow.(MPAF)	\$405,464	\$457,161	\$462,936
TOTAL FROM MILITARY PERSONNEL, AIR FORCE	\$993,767	\$1,015,128	\$1,193,851
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MIL. PAY ACCOUNTS	\$6,766,015	\$6,760,860	\$7,301,760

The FY 2026 Department of Defense's (DoD) budget request includes requirements for Discretionary and Reconciliation (or mandatory) resources. Discretionary amounts (\$5,598,786 thousand) reflect the Department's request for resources enacted through the FY 2026 appropriations process. Mandatory (reconciliation) amounts (\$14,718 thousand) reflect the DoD's request for resources enacted through the Reconciliation process. The mandatory funds supplemental payments to military personnel to secure suitable housing in areas with a high cost of living, support the retention of Enlisted personnel in critical skill fields, and provide an additional seven days of Temporary Lodging Expense (TLE) (from 14 to 21 days). Mandatory funds are not included in the detailed exhibits of this request; however, the exhibits have been annotated with footnotes. Aside from the M-1 Exhibit, the RPAF Justification of Estimates' exhibits and tables will only reflect discretionary amounts. Further information for this reconciliation request is provided in the DoD FY 2026 Reconciliation Budget, Section 20001: Quality of Life.

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NATIONAL GUARD PERSONNEL, AIR FORCE INTRODUCTION

The Air National Guard's (ANG) mission is to maintain well-trained and combat ready units, prepared for immediate mobilization by the President in times of war. Simultaneously, we remain a steadfast force for homeland defense, providing rapid assistance to civil authorities during national emergencies and natural disasters. In peacetime, the ANG contributes directly to national security by seamlessly integrating with the Joint Force, supporting Air Force major commands through rigorous training missions, mobilization readiness exercises, humanitarian assistance, and contingency operations – all designed to sharpen our warfighting edge.

The FY 2026 President's Budget Submission is critical to bolstering our readiness and ensuring we meet the end strength requirements outlined in the Interim National Defense Strategy. This investment will not only fund essential annual training and drill requirements, but also provide the resources necessary for advanced technical and combat skills training. This training is paramount to fully implementing our new Force Generation model and ensuring the ANG remains a lethal, agile, and responsive force, capable of deterring adversaries and winning on any battlefield.

FY 2026 prioritizes ANG operational readiness through strategic investments in warfighter training. These investments are essential as the Department modernizes its aircraft inventory, delivering advanced F-35s, F-15EXs, and KC-46s to ANG units throughout the next decade. Equipping our Airmen with the necessary skills to operate and maintain these platforms is crucial to maintaining a lethal and adaptable force.

Our budget also reflects a reimbursable program to support the Foreign Military Sales (FMS) program's F-16 training for foreign pilots, the National Science Foundation's (NSF) Antarctic mission, Gatekeeper, DHS/USCG, NSA requirements and other missions as required.

The ANG continues to be a key ingredient for America's defense by optimizing Department of Defense resources in achieving its NDS responsibilities. The ANG stands at the forefront, providing critical capabilities in intelligence, surveillance, and reconnaissance (ISR), combat communication, and multinational cooperation. Furthermore, the FY 2026 President's Budget strategically invests in Joint operations, Command and Control, Cyber capabilities, and Air Superiority, ensuring the ANG is structured to effectively counter pacing threats both domestically and abroad. Recognizing that our strength lies in our people, this request prioritizes taking care of our Airmen and their families by investing in robust recruiting and retention initiatives, including increased funding for reserve incentives, to meet the FY 2026 end strength target of 106,300.

NATIONAL GUARD PERSONNEL, AIR FORCE INTRODUCTION

The Ronald W. Reagan National Defense Authorization Act for Fiscal Year 2005 (P.L. 108-375) provided permanent, indefinite appropriations to finance the cost of TRICARE benefits accrued by uniformed service members. Since these costs are borne in support of the Department of Defense, 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.

The Air National Guard serves proudly and submits a requirements-based training program. With new emphasis on Homeland Defense, the Air National Guard is willing to be awarded new and increased national defense challenges. We have been successful in accomplishing assignments in the past and can continue to do so with full funding of this request.

NATIONAL GUARD PERSONNEL, AIR FORCE INTRODUCTION

The Consolidated Security, Disaster Assistance, and Continuing Appropriations Act, 2009 (P. L. 110-329) made permanent the consolidated budget structure (single budget activity format) for the Guard and Reserve Components.

Active Guard and Reserve (AGR) members placed on Title 10 status for less than 30 consecutive days for which reimbursement of AGR accounts may be required will have their Title 10 time documented on AF Information Management Tool (IMT) 1299, Officer's Certificate of Statement of Service. This form must be completed by the unit, certified by the AGR's commander and provided to the Force Support Squadron for update into the Military Personnel Data System (MilPDS) and to assist in DD Form 214, Certificate of Release or Discharge from Active Duty completion. ANG AGR Airmen are still considered AGRs during the period of Title 10 service and will not be terminated from their Title 32 502(f) orders. Title 10 activations (voluntary or involuntary mobilization) of AGRs are normally in support of AEF rotations for contingency operations. Title 10 activations of 365 days are beyond the intent and purpose of the AGR program. MilPDS is the Air Force system of record for end-strength accounting and tracking activations to include home station active duty. When an AGR is activated on Title 10, whether voluntarily or involuntarily for active duty support (OCONUS/CONUS), the AGR's Title 10 active duty tour must be updated in MilPDS. The costs incurred when an ANG AGR converts to Title 10 in support of active duty requirements is reimbursed by the Air Force Military Personnel appropriation. Wing finance offices will ensure the Manpower MPA Man-day Management System (M4S) is updated in order for the ANG to be reimbursed for applicable AGR's Title 10 active duty. AGRs activated under Title 10 and deployed away from home station for 31 days or more may be backfilled (in-kind: AFSC, grade, and AGR category). The backfill is authorized for the period of the incumbent's deployment. Due to Office of Secretary Defense (OSD) accounting rules, personnel on permanent, occasional, and AGR deployment backfill tours count toward overall ANG AGR end-strength and controlled grade ceilings while in AGR status. The backfill ratio is 1 to 1 resulting in no savings.

The Air National Guard may support active duty missions by deploying AGR Personnel. End strength accountability is determined by comparing Active Guard Reserve AGR data to a Military Personnel Data System file which captures activation data. If a member's record is in both the AGR and activation rosters, member is classified as an AGR supporting Title 10 (T10) activities other than Stat Tour and is still included in AGR end strength for ANG.

Title 32 (T32) orders are not curtailed when an AGR is activated. Within the AGR program and the Air National Guard Orders Writing System (AROWS), an AGR may convert to T10 under 10 USC 12301(d) versus changing the AGR order for activation. This provides personnel a seamless transition from T32 to T10 without interruption of benefits and entitlements.

NATIONAL GUARD PERSONNEL, AIR FORCE ECONOMIC ASSUMPTIONS

The following are the economic assumptions employed in pricing the approved programs. Social Security costs are based on a percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment of 198" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor, and Disability Insurance (OASDI) rate is 6.2% and the Hospital Insurance (HI) is 1.45%. Rate protection still applies to all housing allowances.

The ANG will continue to support the total Air Force mission.

EFFECTIVE 1 JANUARY EACH CALENDAR YEAR

	FY 2024	FY 2025	FY 2026
FICA Maximum Taxable Income	\$168,600	\$176,100	\$181,800
FICA rates	7.65%	7.65%	7.65%
Military Pay Increase	5.20%	4.50%	3.80%
BAH Increase	4.20%	4.30%	4.20%

EFFECTIVE ENTIRE FISCAL YEAR

	FY 2024	FY 2025	FY 2026
Non-Pay Inflation	2.30%	2.20%	2.10%
Retired Pay Accrual, Part Time	23.10%	21.50%	22.60%
Retired pay Accrual, Full Time	30.00%	26.60%	24.30%
G.I. Bill Per Capita	\$2,210	\$2,432	\$2,838

NATIONAL GUARD PERSONNEL, AIR FORCE **PERFORMANCE MEASURES AND EVALUATION SUMMARY**

Activity: Air National Guard Military Personnel

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

Description of Activity: The Air National Guard Military Personnel appropriations provide resources necessary to compensate military personnel required to provide trained units and qualified personnel in the Armed Forces in time of war, or national emergency, and at such other times as the national security requires. The Reserve/Guard also fill the needs of the Armed Forces whenever more units and persons are needed than are in the Active component to achieve the planned mobilization.

	FY 2024 Actual	FY 2025 Planned	FY 2026 Planned
Performance Measures			
Average Strength	103,753	104,645	105,285
End Strength	103,605	105,000	106,300
Authorized End Strength	105,000	108,300	

The Air National Guard recruited 8,064 Airmen (7,401 enlisted and 663 officers) in FY 2024. These accessions led to a total final assigned end strength of 103,605 with 87,481 enlisted and 16,124 officers. The Air National Guard has increased efforts to meet and maintain authorized end strength in FY 2026 and future years by implementing a targeted recruiting and retention bonus program. The enlisted and officer recruiting programs will continue to be focused on overall manning while placing members in critical vacancies, emphasizing the need for fully qualified prior service members.

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SUMMARY TABLES

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**NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF PERSONNEL**

	FY 2024				FY 2025				FY 2026			
	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End	Number of Drills	Number of Days Training	Average	End
Personnel in Paid Status												
Selected Reserve												
Paid Drill/Individual Training												
Pay Group A - Officers	48	15	12,231	12,289	48	15	11,894	11,589	48	15	11,715	11,749
Pay Group A - Enlisted	48	15	61,496	60,815	48	15	61,362	64,227	48	15	65,198	65,194
SubTotal Pay Group A			73,727	73,104			73,256	75,816			76,913	76,943
Pay Group F - Enlisted		177	1,761	1,506		177	1,796	1,553		177	1,553	2,291
Pay Group P - Enlisted - Pay	36		2,790	3,932	36		4,191	1,695	36		1,695	1,695
Pay Group P - Enlisted - Nonpay							8	200			17	200
SubTotal Pay Group F/P			4,551	5,438			5,995	3,448			3,265	4,186
Subtotal Paid Drill/Individual Training			78,278	78,542			79,251	79,264			80,178	81,129
Full time Active Duty												
Officers			3,915	3,835			3,923	4,019			3,991	3,964
Enlisted			21,560	21,228			21,471	21,717			21,116	21,207
Total			25,475	25,063			25,394	25,736			25,107	25,171
Total Selected Reserve												
Total Officers			16,146	16,124			15,817	15,608			15,706	15,713
Total Enlisted			87,607	87,481			88,828	89,392			89,579	90,587
Total			103,753	103,605			104,645	105,000			105,285	106,300

The FY 2026 President's Budget Appendix for FY 2025 shows a projected end strength of 106,250; however, an updated projection reduced the end strength amount to a more realistic level of 105,000.

**NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF PERSONNEL**

	FY 2024				FY 2025				FY 2026			
	Number				Number				Number			
	Number	of Days	Average	End	Number	of Days	Average	End	Number	of Days	Average	End
	of Drills	Training			of Drills	Training			of Drills	Training		
Reimbursable Strength Included												
Selected Reserve												
Pay Group A - Officers			43	43			43	43			43	43
Pay Group A - Enlisted			129	129			129	129			129	129
Subtotal Pay Group A			172	172			172	172			172	172
Full Time Active Duty												
Officers			45	45			74	74			74	74
Enlisted			251	251			371	371			371	371
Subtotal Full-time			296	296			445	445			445	445
Total Selected Reserve												
Total Reimbursable Officers			88	88			117	117			117	117
Total Reimbursable Enlisted			380	380			500	500			500	500
Total Reimbursable			468	468			617	617			617	617
Total Baseline Program												
Baseline - Officers			16,058	16,036			15,700	15,491			15,589	15,596
Baseline - Enlisted			87,227	87,101			88,328	88,892			89,079	90,087
Total Program			103,285	103,137			104,028	104,383			104,668	105,683

**NATIONAL GUARD PERSONNEL, AIR FORCE
RESERVE TOURS OF ACTIVE DUTY**

	FY 2024		FY 2025		FY 2026	
	Average	End	Average	End	Average	End
COMMISSIONED OFFICERS						
O-10 GEN	0	0	0	0	0	0
O-9 LT GEN	0	0	0	0	0	0
O-8 MAJ GEN	0	0	0	0	0	0
O-7 BRIG GEN	0	0	0	0	0	0
O-6 COL	512	503	529	541	548	535
O-5 LT COL	1,434	1,406	1,437	1,466	1,463	1,446
O-4 MAJ	1,198	1,179	1,190	1,230	1,209	1,213
O-3 CAPT	600	588	593	593	585	584
O-2 1 LT	122	107	123	142	139	139
O-1 2D LT	48	52	50	47	47	47
WO-5	0	0	0	0	0	0
WO-4	0	0	0	0	0	0
WO-3	0	0	0	0	0	0
WO-2	0	0	0	0	0	0
WO-1	0	0	0	0	0	0
TOTAL OFFICERS	3,915	3,835	3,923	4,019	3,991	3,964
ENLISTED PERSONNEL						
E-9 CMSGT	847	830	840	853	841	833
E-8 SMSGT	2,120	2,099	2,109	2,158	2,085	2,110
E-7 MSGT	8,051	8,046	8,014	7,883	7,702	7,695
E-6 TSG	6,353	6,205	6,360	6,506	6,335	6,355
E-5 SSGT	3,352	3,247	3,328	3,433	3,301	3,352
E-4 SRA	629	600	609	652	631	635
E-3 A1C	194	182	191	211	201	206
E-2 AMN	13	19	19	19	19	19
E-1 AB	1	0	1	2	2	2
TOTAL ENLISTED	21,560	21,228	21,471	21,717	21,116	21,207
TOTAL PERSONNEL	25,475	25,063	25,394	25,736	25,107	25,171

The Reserve Component Personnel strength numbers reflected above for Officer and Enlisted include reimbursable strengths. Dollar estimates for Reserve Component Personnel are developed based on average strengths within the direct program only and exclude reimbursable average strengths in the computation.

**NATIONAL GUARD PERSONNEL, AIR FORCE
STRENGTH PLAN**

FY 2024 STRENGTH PLAN

	Pay Group A			Pay F	Reserve Enlistment Program			Full Time Active Duty			Total Selected Reserve
	Officers	Enlisted	Total		Pay P (Pay)	Pay P (No Pay)	Drill Strength	Officers	Enlisted	Total	
September 30, 2023	12,353	62,819	75,172	1,752	2,613	0	79,537	3,885	21,552	25,437	104,974
October	12,281	62,825	75,106	1,775	2,520	0	79,401	3,937	21,631	25,568	104,969
November	12,217	62,754	74,971	1,791	2,470	0	79,232	3,951	21,688	25,639	104,871
December	12,166	62,602	74,768	1,715	2,539	0	79,022	3,944	21,618	25,562	104,584
January	12,141	62,344	74,485	1,917	2,271	0	78,673	3,944	21,693	25,637	104,310
February	12,145	61,171	73,316	1,953	2,387	0	77,656	3,939	21,566	25,505	103,161
March	12,180	61,020	73,200	1,804	2,544	0	77,548	3,913	21,546	25,459	103,007
April	12,209	60,913	73,122	1,724	2,748	0	77,594	3,915	21,494	25,409	103,003
May	12,263	60,816	73,079	1,735	2,970	0	77,784	3,908	21,479	25,387	103,171
June	12,289	60,604	72,893	1,785	3,039	0	77,717	3,881	21,555	25,436	103,153
July	12,281	60,529	72,810	1,781	3,106	0	77,697	3,899	21,572	25,471	103,168
August	12,279	60,557	72,836	1,521	3,608	0	77,965	3,890	21,487	25,377	103,342
September 30, 2024	12,289	60,815	73,104	1,506	3,932	0	78,542	3,835	21,228	25,063	103,605
Workyears	12,231	61,496	73,727	1,761	2,790	0	78,278	3,915	21,560	25,475	103,753

The FY 2026 President's Budget Appendix for FY 2024 shows a projected end strength of 103,605; however, the distribution of end strengths within Pay Groups does not align with Next Generation Resource Management System (NGRMS).

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 DAY THRESHOLD
ACTUAL FY 2024**

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
34	0	34	Mobility Pilot, Security Forces

**NATIONAL GUARD PERSONNEL, AIR FORCE
STRENGTH PLAN**

FY 2025 STRENGTH PLAN

	Pay Group A			Reserve Enlistment Program				Full Time Active Duty			
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2024	12,289	60,815	73,104	1,506	3,932	0	78,542	3,835	21,228	25,063	103,605
October	12,177	60,557	72,734	1,703	3,896	0	78,333	3,893	21,421	25,314	103,647
November	12,138	60,713	72,851	1,721	4,018	0	78,590	3,918	21,470	25,388	103,978
December	12,131	60,654	72,785	1,731	4,233	0	78,749	3,943	21,559	25,502	104,251
January	12,076	60,577	72,653	1,810	4,447	0	78,910	3,949	21,558	25,507	104,417
February	12,095	60,497	72,592	1,963	4,549	0	79,104	3,954	21,513	25,467	104,571
March	12,059	60,516	72,575	1,904	4,708	0	79,187	3,958	21,527	25,485	104,672
April	11,668	61,121	72,789	1,951	4,940	0	79,680	3,861	21,317	25,178	104,858
May	11,644	61,554	73,198	1,927	4,734	0	79,859	3,875	21,344	25,219	105,078
June	11,621	62,005	73,626	1,849	4,327	0	79,802	3,878	21,412	25,290	105,092
July	11,601	62,487	74,088	1,760	3,919	0	79,767	3,924	21,487	25,411	105,178
August	11,577	63,141	74,718	1,702	3,712	0	80,132	4,001	21,576	25,577	105,709
September 30, 2025	11,589	64,227	75,816	1,553	1,695	200	79,264	4,019	21,717	25,736	105,000
Workyears	11,894	61,362	73,256	1,796	4,191	8	79,251	3,923	21,471	25,394	104,645

The FY 2026 President's Budget Appendix for FY 2025 shows a projected end strength of 106,250; however, an updated projection reduced the end strength amount to a more realistic level of 105,000.

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 DAY THRESHOLD
ESTIMATED FY 2025**

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
60	0	60	Mobility Pilot, Security Forces

**NATIONAL GUARD PERSONNEL, AIR FORCE
STRENGTH PLAN**

FY 2026 STRENGTH PLAN

	Pay Group A				Reserve Enlistment Program			Full Time Active Duty			
	Officers	Enlisted	Total	Pay F	Pay P (Pay)	Pay P (No Pay)	Drill Strength Total	Officers	Enlisted	Total	Total Selected Reserve
September 30, 2025	11,589	64,227	75,816	1,553	1,695	200	79,264	4,019	21,717	25,736	105,000
October	11,722	64,545	76,267	1,519	1,695	0	79,481	4,014	20,956	24,970	104,451
November	11,720	64,687	76,407	1,519	1,695	0	79,621	4,009	20,997	25,006	104,627
December	11,713	64,829	76,542	1,519	1,695	0	79,756	4,005	20,710	24,715	104,471
January	11,700	64,971	76,671	1,519	1,695	0	79,885	4,000	20,916	24,916	104,801
February	11,729	65,113	76,842	1,519	1,695	0	80,056	3,996	21,014	25,010	105,066
March	11,742	65,255	76,997	1,519	1,695	0	80,211	3,991	20,986	24,977	105,188
April	11,686	65,397	77,083	1,519	1,695	0	80,297	3,987	21,131	25,118	105,415
May	11,700	65,539	77,239	1,519	1,695	0	80,453	3,982	21,303	25,285	105,738
June	11,727	65,681	77,408	1,519	1,695	0	80,622	3,978	21,305	25,283	105,905
July	11,726	65,824	77,550	1,519	1,695	0	80,764	3,973	21,322	25,295	106,059
August	11,749	65,824	77,573	1,519	1,695	0	80,787	3,969	21,286	25,255	106,042
September 30, 2026	11,749	65,194	76,943	2,291	1,695	200	81,129	3,964	21,207	25,171	106,300
Workyears	11,715	65,198	76,913	1,553	1,695	17	80,178	3,991	21,116	25,107	105,285

**RESERVE COMPONENT MEMBERS PERFORMING OPERATIONAL SUPPORT DUTY AND EXCEEDING 1,825 DAY THRESHOLD
ESTIMATED FY 2026**

<u>AC Funded</u>	<u>RC Funded</u>	<u>TOTAL</u>	<u>Primary Mission Being Performed</u>
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
60	0	60	Mobility Pilot, Security Forces

NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTHS
OFFICERS

	FY 2024	FY 2025	FY 2026
Begin Strength	16,238	16,124	15,608
Gains			
Non-Prior Service	48	30	48
Male	32	20	32
Female	16	10	16
Prior Service Personnel	615	528	820
Civilian Life	39	12	19
Active Component	386	161	250
Enlisted Commissioning Programs	0	254	395
Reenlistment/Extensions	0	0	0
Other Reserve Status/Component	190	82	127
All Other	0	19	29
Full-Time Active Duty	0	0	0
Total Gains	663	558	868
Losses			
Civilian Life	98	121	86
Expiration of Selected	2	3	2
Reservice Service	2	3	2
Active Component	1	1	0
To Officer Status	0	0	0
Retired Reserves	468	663	471
Reenlistment/Extensions	0	0	0
Attrition	0	2	2
Other Reserve Status/Component	203	277	197
All Other	3	4	3
Full-Time Active Duty	0	0	0
Total Losses	777	1,074	763
End Strength	16,124	15,608	15,713

NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF GAINS AND LOSSES TO SELECTED RESERVE STRENGTHS
ENLISTED

	FY 2024	FY 2025	FY 2026
Begin Strength	88,736	87,481	89,392
Gains			
Non-Prior Service	5,230	3,155	2,893
Male	3,835	2,238	2,067
Female	1,395	917	826
Prior Service Personnel	2,171	2,949	2,850
Civilian Life	1,157	1,585	1,565
Active Component	558	741	707
Enlisted Commissioning Programs	0	0	0
Reenlistment/Extensions	25	33	31
Other Reserve Status/Component	223	310	283
All Other	208	280	264
Full-Time Active Duty	0	0	0
Total Gains	7,401	6,104	5,743
Losses			
Civilian Life	2,579	1,271	1,328
Expiration of Selected	10	5	6
Reservice Service	22	11	12
Active Component	41	20	22
To Officer Status	500	237	267
Retired Reserves	2,369	1,147	1,241
Reenlistment/Extensions	432	213	231
Attrition	1,299	620	694
Other Reserve Status/Component	1,333	637	712
All Other	71	32	35
Full-Time Active Duty	0	0	0
Total Losses	8,656	4,193	4,548
End Strength	87,481	89,392	90,587

**NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)**

	FY 2024			FY 2025			FY 2026		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
PAY GROUP A									
Active Duty Training	\$62,714	\$171,777	\$234,491	\$53,931	\$155,438	\$209,369	\$56,655	\$183,234	\$239,889
Inactive Duty Training									
Unit Training Assemblies	\$195,129	\$497,668	\$692,797	\$185,777	\$495,337	\$681,114	\$197,672	\$614,614	\$812,286
Flight Training	\$38,255	\$7,640	\$45,895	\$38,411	\$7,877	\$46,288	\$40,222	\$8,369	\$48,591
Proficiency Training	\$1,869	\$1,521	\$3,390	\$2,031	\$1,218	\$3,249	\$2,129	\$1,297	\$3,426
Training Preparation	\$1,647	\$1,415	\$3,062	\$1,387	\$980	\$2,367	\$1,454	\$1,043	\$2,497
Military Funeral Honors	\$89	\$0	\$89	\$24	\$122	\$146	\$25	\$122	\$147
Clothing	\$11	\$4,208	\$4,219	\$11	\$2,345	\$2,356	\$11	\$4,881	\$4,892
Inactive Duty Subsistence	\$0	\$4,233	\$4,233	\$0	\$4,331	\$4,331	\$0	\$4,750	\$4,750
Travel	\$11,828	\$58,776	\$70,604	\$8,978	\$41,714	\$50,692	\$10,296	\$59,779	\$70,075
IDT Subtotal	\$248,828	\$575,461	\$824,289	\$236,619	\$553,924	\$790,543	\$251,809	\$694,855	\$946,664
TOTAL Direct Program Pay Group A	\$311,542	\$747,238	\$1,058,780	\$290,550	\$709,362	\$999,912	\$308,464	\$878,089	\$1,186,553
PAY GROUP F									
Active Duty Training	\$0	\$79,122	\$79,122	\$0	\$86,906	\$86,906	\$0	\$78,654	\$78,654
Clothing	\$0	\$9,498	\$9,498	\$0	\$11,763	\$11,763	\$0	\$9,159	\$9,159
Travel	\$0	\$5,097	\$5,097	\$0	\$5,312	\$5,312	\$0	\$4,690	\$4,690
TOTAL Direct Program Pay Group F	\$0	\$93,717	\$93,717	\$0	\$103,981	\$103,981	\$0	\$92,503	\$92,503
PAY GROUP P									
Inactive Duty (Unit) Training	\$0	\$5,090	\$5,090	\$0	\$8,304	\$8,304	\$0	\$3,521	\$3,521
TOTAL Direct Program Pay Group P	\$0	\$5,090	\$5,090	\$0	\$8,304	\$8,304	\$0	\$3,521	\$3,521
Subtotal Pay Group A, Pay Group F and Pay Group P	\$311,542	\$846,045	\$1,157,587	\$290,550	\$821,647	\$1,112,197	\$308,464	\$974,113	\$1,282,577

**NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)**

	FY 2024			FY 2025			FY 2026		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
Other Training and Support									
SCHOOL TRAINING									
Career Development Training	\$8,948	\$9,220	\$18,168	\$8,367	\$8,606	\$16,973	\$8,255	\$8,515	\$16,770
Graduate Flying Training	\$33,418	\$9,689	\$43,107	\$31,249	\$9,043	\$40,292	\$30,828	\$8,948	\$39,776
Initial Skill Acquisition Training	\$49,123	\$166,884	\$216,007	\$45,936	\$155,758	\$201,694	\$45,316	\$154,120	\$199,436
Officer Training School	\$1,756	\$8,619	\$10,375	\$1,642	\$8,044	\$9,686	\$1,620	\$7,959	\$9,579
Refresher and Proficiency Training	\$43,962	\$50,865	\$94,827	\$41,108	\$47,474	\$88,582	\$40,554	\$46,975	\$87,529
Undergraduate Pilot Training	\$24,353	\$0	\$24,353	\$22,773	\$0	\$22,773	\$22,464	\$0	\$22,464
TOTAL Direct Obligations School Training	\$161,560	\$245,277	\$406,837	\$151,075	\$228,925	\$380,000	\$149,037	\$226,517	\$375,554
SPECIAL TRAINING									
Exercises	\$6,260	\$5,182	\$11,442	\$6,049	\$5,006	\$11,055	\$5,743	\$4,792	\$10,535
Management Support	\$13,983	\$17,345	\$31,328	\$13,512	\$16,756	\$30,268	\$12,827	\$16,040	\$28,867
Operational Training	\$25,979	\$38,743	\$64,722	\$25,104	\$37,434	\$62,538	\$23,832	\$35,831	\$59,663
Unit Conversion Training	\$1,620	\$7,266	\$8,886	\$1,675	\$7,512	\$9,187	\$1,750	\$7,912	\$9,662
Drug Interdiction	\$4,859	\$38,004	\$42,863	\$0	\$0	\$0	\$0	\$0	\$0
Active Duty Operational Support	\$68,653	\$87,335	\$155,988	\$66,340	\$84,373	\$150,713	\$62,977	\$79,969	\$142,946
Yellow Ribbon Reintegration Program	\$112	\$1,074	\$1,186	\$573	\$5,496	\$6,069	\$511	\$4,902	\$5,413
TOTAL Direct Program Special Training	\$121,466	\$194,949	\$316,415	\$113,253	\$156,577	\$269,830	\$107,640	\$149,446	\$257,086
ADMINISTRATION AND SUPPORT									
Active Duty	\$798,976	\$2,505,701	\$3,304,677	\$804,933	\$2,507,552	\$3,312,485	\$848,978	\$2,562,256	\$3,411,234
Basic Needs	\$0	\$0	\$0	\$2,000	\$6,302	\$8,302	\$2,000	\$6,537	\$8,537
Clothing	\$9	\$1,135	\$1,144	\$9	\$1,206	\$1,215	\$9	\$1,212	\$1,221
Travel	\$4,768	\$5,355	\$10,123	\$4,873	\$5,474	\$10,347	\$4,969	\$5,572	\$10,541
Death Gratuities	\$200	\$300	\$500	\$1,700	\$2,800	\$4,500	\$1,400	\$2,400	\$3,800
Transportation Subsidy		\$0	\$0		\$0	\$0		\$0	\$0
Disability, Hospitalization & Compensation	\$105	\$513	\$618	\$112	\$532	\$644	\$114	\$563	\$677
Reserve Transition Benefits		\$0	\$0		\$0	\$0		\$0	\$0
Reserve Incentive	\$48,958	\$52,759	\$101,717	\$69,144	\$72,184	\$141,328	\$80,336	\$124,293	\$204,629
Continuation Pay	\$565	\$1,508	\$2,073	\$887	\$1,489	\$2,376	\$953	\$1,615	\$2,568
TOTAL Direct Program Administration And Support	\$853,581	\$2,567,271	\$3,420,852	\$883,658	\$2,597,539	\$3,481,197	\$938,759	\$2,704,448	\$3,643,207

**NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF ENTITLEMENTS BY SUBACTIVITY
(IN THOUSANDS OF DOLLARS)**

	FY 2024			FY 2025			FY 2026		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
TSP MATCHING CONTRIBUTIONS									
TSP Matching Contributions	\$4,753	\$16,460	\$21,213	\$5,232	\$23,547	\$28,779	\$3,989	\$18,986	\$22,975
TOTAL Direct Program TSP Matching Contributions	\$4,753	\$16,460	\$21,213	\$5,232	\$23,547	\$28,779	\$3,989	\$18,986	\$22,975
EDUCATION BENEFITS									
Benefits Accrual	\$391	\$9,834	\$10,225	\$24	\$7,671	\$7,695	\$28	\$8,951	\$8,979
Kicker Benefits	\$0	\$5,905	\$5,905	\$0	\$5,948	\$5,948	\$0	\$4,197	\$4,197
Amortization (Chapter 1606)	\$0	\$0	\$0	\$0	\$1,853	\$1,853	\$0	\$4,211	\$4,211
TOTAL Direct Program Education Benefits	\$391	\$15,739	\$16,130	\$24	\$15,472	\$15,496	\$28	\$17,359	\$17,387
Subtotal Other Training and Support	\$1,141,751	\$3,039,696	\$4,181,447	\$1,153,242	\$3,022,060	\$4,175,302	\$1,199,453	\$3,116,756	\$4,316,209
Total Direct Program	\$1,453,293	\$3,885,741	\$5,339,034	\$1,443,792	\$3,843,707	\$5,287,499	\$1,507,917	\$4,090,869	\$5,598,786

NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	FY2025 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET)/ SHORTFALL	FY2025 BUDGET COLUMN OF FY2026 BUDGET
Unit and Individual Training								
PAY GROUP A								
Active Duty Training	\$237,011	(\$30,703)	\$206,308	\$3,061	\$209,369	\$0	\$0	\$209,369
Inactive Duty Training								
Unit Training Assemblies	\$784,151	(\$101,582)	\$682,569	\$49,545	\$732,114	\$0	(\$51,000)	\$681,114
Flight Training	\$48,133	(\$6,235)	\$41,898	\$4,390	\$46,288	\$0	\$0	\$46,288
Proficiency Training	\$2,988	(\$387)	\$2,601	\$648	\$3,249	\$0	\$0	\$3,249
Training Preparation	\$3,536	(\$458)	\$3,078	(\$711)	\$2,367	\$0	\$0	\$2,367
Military Funeral Honors	\$249	(\$32)	\$217	(\$71)	\$146	\$0	\$0	\$146
Clothing	\$4,610	(\$597)	\$4,013	(\$1,657)	\$2,356	\$0	\$0	\$2,356
Inactive Duty Subsistence	\$4,789	(\$620)	\$4,169	\$162	\$4,331	\$0	\$0	\$4,331
Travel	\$78,457	(\$10,164)	\$68,293	(\$17,601)	\$50,692	\$0	\$0	\$50,692
IDT Subtotal	\$926,913	(\$120,075)	\$806,838	\$34,705	\$841,543	\$0	(\$51,000)	\$790,543
TOTAL Direct Program Pay Group A	\$1,163,924	(\$150,778)	\$1,013,146	\$37,766	\$1,050,912	\$0	(\$51,000)	\$999,912
PAY GROUP F								
Active Duty Training	\$64,945	\$264	\$65,209	\$21,697	\$86,906	\$0	\$0	\$86,906
Clothing	\$8,853	\$36	\$8,889	\$2,874	\$11,763	\$0	\$0	\$11,763
Travel	\$4,803	\$19	\$4,822	\$490	\$5,312	\$0	\$0	\$5,312
TOTAL Direct Program Pay Group F	\$78,601	\$319	\$78,920	\$25,061	\$103,981	\$0	\$0	\$103,981
PAY GROUP P								
Inactive Duty (Unit) Training	\$4,947	\$367	\$5,314	\$2,990	\$8,304	\$0	\$0	\$8,304
TOTAL Direct Program Pay Group P	\$4,947	\$367	\$5,314	\$2,990	\$8,304	\$0	\$0	\$8,304
Subtotal Pay Group A, Pay Group F and Pay Group P	\$1,247,472	(\$150,092)	\$1,097,380	\$65,817	\$1,163,197	\$0	(\$51,000)	\$1,112,197

NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)

	FY2025 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET)/ SHORTFALL	FY2025 BUDGET COLUMN OF FY2026 BUDGET
Other Training and Support								
SCHOOL TRAINING								
Career Development Training	\$29,595	\$1,313	\$30,908	(\$13,935)	\$16,973	\$0	\$0	\$16,973
Initial Skills Acquisition Training	\$141,636	\$6,284	\$147,920	\$53,774	\$201,694	\$0	\$0	\$201,694
Graduate Flying Training	\$83,129	\$3,688	\$86,817	(\$46,525)	\$40,292	\$0	\$0	\$40,292
Officer Training School	\$14,841	\$658	\$15,499	(\$5,813)	\$9,686	\$0	\$0	\$9,686
Refresher & Proficiency Training	\$39,750	\$1,763	\$41,513	\$47,069	\$88,582	\$0	\$0	\$88,582
Undergraduate Pilot Training	\$52,839	\$2,344	\$55,183	(\$32,410)	\$22,773	\$0	\$0	\$22,773
TOTAL Direct Program School Training	\$361,790	\$16,050	\$377,840	\$2,160	\$380,000	\$0	\$0	\$380,000
SPECIAL TRAINING								
Exercises	\$23,228	\$1,575	\$24,803	(\$13,748)	\$11,055	\$0	\$0	\$11,055
Management Support	\$23,235	\$1,575	\$24,810	\$5,458	\$30,268	\$0	\$0	\$30,268
Operational Training	\$162,118	\$10,991	\$173,109	(\$110,571)	\$62,538	\$0	\$0	\$62,538
Unit Conversion Training	\$9,643	\$654	\$10,297	(\$1,110)	\$9,187	\$0	\$0	\$9,187
Active Duty Operational Support	\$45,730	\$3,100	\$48,830	\$101,883	\$150,713	\$0	\$0	\$150,713
Yellow Ribbon Reintegration Program	\$4,647	\$315	\$4,962	\$1,107	\$6,069	\$0	\$0	\$6,069
TOTAL Direct Program Special Training	\$268,601	\$18,210	\$286,811	(\$16,981)	\$269,830	\$0	\$0	\$269,830
ADMINISTRATION AND SUPPORT								
Active Duty	\$3,343,166	\$5,784	\$3,348,950	\$37,535	\$3,386,485	\$0	(\$74,000)	\$3,312,485
Basic Needs	\$8,302	\$14	\$8,316	(\$14)	\$8,302	\$0	\$0	\$8,302
Clothing	\$395	\$1	\$396	\$819	\$1,215	\$0	\$0	\$1,215
Travel	\$9,218	\$16	\$9,234	\$1,113	\$10,347	\$0	\$0	\$10,347
Death Gratuities	\$4,500	\$8	\$4,508	(\$8)	\$4,500	\$0	\$0	\$4,500
Disability & Hospitalization	\$297	\$1	\$298	\$346	\$644	\$0	\$0	\$644
Reserve Incentive	\$108,220	\$207	\$108,427	\$32,901	\$141,328	\$0	\$0	\$141,328
Continuation Pay	\$1,062	\$2	\$1,064	\$1,312	\$2,376	\$0	\$0	\$2,376
TOTAL Direct Program Administration And Support	\$3,475,160	\$6,033	\$3,481,193	\$74,004	\$3,555,197	\$0	(\$74,000)	\$3,481,197

**NATIONAL GUARD PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES AND SUPPLEMENTAL REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	FY2025 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	INTERNAL REALIGNMENT REPROGRAMMING	SUBTOTAL	PROPOSED DD1415 ACTIONS	(ASSET)/ SHORTFALL	FY2025 BUDGET COLUMN OF FY2026 BUDGET
TSP MATCHING CONTRIBUTIONS								
TSP Matching Contributions	\$28,779	\$0	\$28,779	\$0	\$28,779	\$0	\$0	\$28,779
TOTAL Direct Program TSP Matching Contributions	\$28,779	\$0	\$28,779	\$0	\$28,779	\$0	\$0	\$28,779
EDUCATION BENEFITS								
Benefits Accrual	\$7,695	\$0	\$7,695	\$0	\$7,695	\$0	\$0	\$7,695
Kicker Benefits	\$5,948	\$0	\$5,948	\$0	\$5,948	\$0	\$0	\$5,948
Amortization Chapter 1606	\$1,853	\$0	\$1,853	\$0	\$1,853	\$0	\$0	\$1,853
TOTAL Direct Program Education Benefits	\$15,496	\$0	\$15,496	\$0	\$15,496	\$0	\$0	\$15,496
Subtotal Other Training And Support	\$4,149,826	\$40,293	\$4,190,119	\$59,183	\$4,249,302	\$0	(\$74,000)	\$4,175,302
Total Direct Program	\$5,397,298	(\$109,799)	\$5,287,499	\$125,000	\$5,412,499	\$0	(\$125,000)	\$5,287,499

NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS
(IN THOUSANDS OF DOLLARS)

	FY 2024		FY 2025		FY 2026	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Pay Group A						
Officers	\$223,329	\$51,589	\$212,910	\$45,776	\$221,323	\$50,019
Enlisted	\$483,892	\$111,779	\$489,146	\$105,166	\$567,380	\$128,228
Total	\$707,221	\$163,368	\$702,056	\$150,942	\$788,702	\$178,247
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$48,896	\$11,295	\$54,832	\$11,789	\$49,302	\$11,142
Total	\$48,896	\$11,295	\$54,832	\$11,789	\$49,302	\$11,142
Pay Group P						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$3,883	\$897	\$6,414	\$1,379	\$2,697	\$610
Total	\$3,883	\$897	\$6,414	\$1,379	\$2,697	\$610
School Training						
Officers	\$79,978	\$18,475	\$75,782	\$16,294	\$74,585	\$16,857
Enlisted	\$89,069	\$20,575	\$84,396	\$18,144	\$84,343	\$19,059
Total	\$169,048	\$39,050	\$160,178	\$34,437	\$158,929	\$35,916
Special Training						
Officers	\$67,971	\$15,701	\$64,139	\$13,795	\$60,681	\$13,715
Enlisted	\$95,332	\$22,022	\$77,171	\$16,628	\$73,639	\$16,653
Total	\$163,303	\$37,723	\$141,310	\$30,423	\$134,320	\$30,368
Administration and Support						
Officers	\$457,850	\$137,334	\$477,414	\$126,991	\$505,595	\$122,860
Enlisted	\$1,291,617	\$387,361	\$1,343,165	\$357,281	\$1,370,381	\$333,006
Total	\$1,749,467	\$524,695	\$1,820,579	\$484,272	\$1,875,976	\$455,866

NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF BASIC PAY AND RETIRED PAY ACCRUAL COSTS
(IN THOUSANDS OF DOLLARS)

	FY 2024		FY 2025		FY 2026	
	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY	BASIC PAY	RETIRED PAY
Total Direct Program						
Officers	\$829,129	\$223,099	\$830,245	\$202,856	\$862,184	\$203,451
Enlisted	\$2,012,689	\$553,929	\$2,055,125	\$510,386	\$2,147,742	\$508,699
Total	\$2,841,818	\$777,028	\$2,885,370	\$713,241	\$3,009,926	\$712,150
Reimbursable Program						
Officers	\$16,334	\$3,773	\$20,329	\$5,214	\$21,416	\$5,452
Enlisted	\$27,054	\$6,249	\$31,286	\$7,925	\$32,965	\$8,288
Total	\$43,388	\$10,023	\$51,615	\$13,139	\$54,381	\$13,740
Total Program						
Officers	\$845,463	\$226,873	\$850,574	\$208,070	\$883,600	\$208,903
Enlisted	\$2,039,743	\$560,178	\$2,086,411	\$518,311	\$2,180,707	\$516,987
Total	\$2,885,206	\$787,051	\$2,936,985	\$726,380	\$3,064,307	\$725,890

NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF BASIC ALLOWANCE FOR HOUSING (BAH) COSTS
(IN THOUSANDS OF DOLLARS)

	<u>FY 2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
Pay Group A			
Officers	\$6,522	\$5,655	\$5,913
Enlisted	\$21,690	\$17,283	\$22,973
Total	\$28,212	\$22,938	\$28,886
Pay Group F			
Enlisted	\$12,021	\$12,786	\$11,522
Total	\$12,021	\$12,786	\$11,522
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$25,226	\$23,817	\$23,491
Enlisted	\$39,877	\$37,650	\$37,136
Total	\$65,103	\$61,467	\$60,627
Special Training			
Officers	\$19,174	\$18,029	\$17,094
Enlisted	\$38,925	\$31,399	\$29,825
Total	\$58,099	\$49,428	\$46,919
Administration and Support			
Officer	\$135,277	\$131,961	\$146,221
Enlisted	\$596,414	\$578,635	\$618,032
Total	\$731,690	\$710,596	\$764,253
Total Direct Program			
Officer	\$186,199	\$179,462	\$192,719
Enlisted	\$708,926	\$677,753	\$719,488
Total	\$895,125	\$857,215	\$912,207

NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF TRAVEL AND TRANSPORTATION COSTS
(IN THOUSANDS OF DOLLARS)

	<u>FY 2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
Pay Group A			
Officers	\$11,828	\$8,978	\$10,296
Enlisted	\$58,776	\$41,714	\$59,779
Total	\$70,604	\$50,692	\$70,075
Pay Group F			
Enlisted	\$20	\$21	\$18
Total	\$20	\$21	\$18
Pay Group P			
Enlisted	\$0	\$0	\$0
Total	\$0	\$0	\$0
School Training			
Officers	\$3,905	\$3,612	\$3,491
Enlisted	\$985	\$910	\$882
Total	\$4,890	\$4,522	\$4,373
Special Training			
Officers	\$584	\$539	\$500
Enlisted	\$574	\$469	\$437
Total	\$1,158	\$1,008	\$937
Administration and Support			
Officer	\$4,768	\$4,873	\$4,969
Enlisted	\$5,356	\$5,474	\$5,572
Total	\$10,124	\$10,347	\$10,541
Total Direct Program			
Officer	\$21,085	\$18,002	\$19,257
Enlisted	\$65,711	\$48,588	\$66,687
Total	\$86,796	\$66,590	\$85,944

NATIONAL GUARD PERSONNEL, AIR FORCE
SUMMARY OF BASIC ALLOWANCE FOR SUBSISTANCE (BAS) AND SUBSISTENCE-IN-KIND (SIK)
(IN THOUSANDS OF DOLLARS)

	FY 2024		FY 2025		FY 2026	
	BAS	SIK	BAS	SIK	BAS	SIK
Pay Group A						
Officers	\$3,291	\$0	\$2,817	\$0	\$2,923	\$0
Enlisted	\$25,182	\$4,233	\$23,370	\$4,331	\$26,134	\$4,750
Subtotal	\$28,473	\$4,233	\$26,188	\$4,331	\$29,057	\$4,750
Pay Group F						
Officers	\$0	\$0	\$0	\$0	\$0	\$0
Enlisted	\$5,354	\$0	\$5,623	\$0	\$5,028	\$0
Subtotal	\$5,354	\$0	\$5,623	\$0	\$5,028	\$0
School Training						
Officers	\$7,330	\$0	\$7,548	\$0	\$7,804	\$0
Enlisted	\$20,794	\$0	\$21,411	\$0	\$22,138	\$0
Subtotal	\$28,124	\$0	\$28,959	\$0	\$29,942	\$0
Special Training						
Officers	\$1,191	\$0	\$1,147	\$0	\$1,185	\$0
Enlisted	\$3,833	\$0	\$2,779	\$0	\$2,870	\$0
Subtotal	\$5,024	\$0	\$3,926	\$0	\$4,056	\$0
Administration and Support						
Officers	\$14,659	\$0	\$14,110	\$0	\$15,798	\$0
Enlisted	\$117,198	\$0	\$112,281	\$0	\$121,484	\$0
Subtotal	\$131,857	\$0	\$126,391	\$0	\$137,282	\$0
Total Direct Program						
Officers	\$26,471	\$0	\$25,622	\$0	\$27,710	\$0
Enlisted	\$172,361	\$4,233	\$165,465	\$4,331	\$177,654	\$4,750
Total	\$198,832	\$4,233	\$191,086	\$4,331	\$205,365	\$4,750

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2025 Direct Program **\$5,287,499**

Increases:

Pricing Increases

FY26 Pay Raise (3.8%, Effective 1 Jan 26)

Pay Group A	27,958
Pay Group F	1,371
Pay Group P	75
School Training	5,316
Special Training	4,086
Administration and Support	52,185
Total Pay Raise	90,992

Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)

Pay Group A	10,471
Pay Group F	514
Pay Group P	28
School Training	1,991
Special Training	1,530
Administration and Support	19,545
Total Annualization of PY Pay Raise	34,079

Inflation (Rate 2.1% FY26)

Pay Group A	14,671
Pay Group F	122
Pay Group P	0
School Training	2,224
Special Training	714
Administration and Support (Includes Bonuses, BAS & Inflation)	3,084
Total Inflation	20,815

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)

Pay Group A	16,939
Pay Group F	948
Pay Group P	52
School Training	3,319
Special Training	2,662
Total Retired Pay Accrual	23,920

FICA (Rate 7.65%, FY26 Ceiling - \$181,800)

Pay Group A	2,939
Pay Group F	144
Pay Group P	8
School Training	559
Special Training	431
Administration and Support	5,491
Total FICA	9,571

BAH

Pay Group A	1,165
Pay Group F	463
School Training	2,445
Special Training	1,897
Administration and Support	61,903
Total BAH	67,873

BAS

Administration and Support	12,535
Total BAS	12,535

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

Clothing	
Pay Group F	188
Total Clothing	213
Travel	
Pay Group F	96
Total Travel	96
Bonuses	
Administration and Support	27,398
Total Bonuses	27,398
Education Benefits	
Basic Benefits	1,285
Kicker	671
Total Education Benefits	1,956
Total Pricing Increases	\$289,447

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

Program Increases

Pay Group A

Pay and Allowances	91,853
Clothing	2,433
Subsistence	271
Travel	17,942
Total Pay Group A	112,499

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

Pay Group Admin & Support	
Pay and Allowances	3,267
All Categories	49,259
Total Pay Group Admin & Support	52,527
Total TSP	0
Total Education Benefits	2,358
Total Program Increases	167,384
Total Increases	456,830

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

Decreases:

Pricing Decreases

Pay Change Dec

TSP Matching Contributions	(2,212)
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Total Pay Change	(2,212)
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Annualization Dec

TSP	(828)
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Total Inflation	(828)
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Retired Pay Accrual Dec

Administration and Support	(24,061)
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Total Retired Pay Accrual	(24,061)
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Total Pricing Decreases	(\$27,101)
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Program Decreases

Pay Group A

Pay and Allowances	(0)
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Clothing	(0)
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Total Pay Group A	(0)
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Pay Group F

Pay and Allowances	(9,577)
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Clothing	(2,854)
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All Categories	(2,176)
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Total Pay Group F	(15,325)
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**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

Pay Group P	
Pay and Allowances	(4,934)
All Categories	(12)
Total Pay Group P	(4,946)
 Pay Group School	
All Categories	(20,300)
Total Pay Group School	(20,300)
 Pay Group Special	
All Categories	(24,064)
Total Pay Group Special	(24,064)
 Pay Group Admin & Support	
Pay and Allowances	(8,756)
Clothing	(19)
Travel	(22)
Death and Disability	(690)
Change in Average Strength	(37,775)
All Categories	(1,358)
Total Pay Group Admin & Support	(48,621)
 TSP Matching Contributions	
All Categories	(2,763)
Total TSP Matching Contributions	(2,763)
Education Benefits	
Basic Benefits	(1)
Kicker	(2,422)
Total Education Benefits	(2,423)
 Total Program Decreases	(\$118,442)
 Total Decreases	(\$145,543)
 FY 2026 Direct Program	\$5,598,786

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ENTITLEMENTS

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**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Estimate	FY 2026	\$ 1,186,553
Estimate	FY 2025	\$ 999,912
Actual	FY 2024	\$ 1,058,780

PART I - PURPOSE AND SCOPE

Pay Group A provides Basic Pay, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), Cost of Living Allowance (COLA), Retired Pay Accrual (RPA), Clothing, Subsistence and Travel for Air National Guard officer and enlisted personnel performing Annual Training (AT) and Inactive Duty Training (IDT).

In addition to Regularly Scheduled Drills (RSD)-one weekend per month requirement, IDT also consists of Additional Training Periods (ATP), Funeral Honors Duty (FHD), and Readiness Management Periods (RMP), and Additional Flying and Flight Training Periods (AFTP) for traditional Guardsmen with trainer responsibilities.

Funding requirements are based on average strength and training participation rates along with rates. Rates are based on actual execution plus the applicable approved economic assumptions identified in Section II of this submission.

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**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
SCHEDULE OF INCREASES AND DECREASES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

FY 2025 Direct Program	\$ 999,912
Increases:	
Pricing Increases	
FY26 Pay Raise (3.8%, Effective 1 Jan 26)	27,958
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	10,471
Inflation (Rate 2.1% FY26)	14,671
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	16,939
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	2,939
BAH	1,165
Total Pricing Increases	\$ 74,142
Program Increases	
AT Pay	17,886
IDT Pay	73,967
ATA Pay	0
Clothing	2,433
Subsistence	271
Travel	17,942
Total Program Increases	112,499
Total Increases	\$ 186,641

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
SCHEDULE OF INCREASES AND DECREASES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Decreases:

Program Decreases

ATA Pay		(0)
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Clothing		(0)
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Total Program Decreases	\$	(0)
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Total Decreases	\$	(0)
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FY 2026 Direct Program	\$	1,186,553
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**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING PAY GROUP A
PAY AND ALLOWANCES, ACTIVE DUTY FOR TRAINING
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Pay and Allowances Active Duty for Training, Officer: Funds are allocated to cover the pay and allowances of officers who participate in active duty for training. The program's funding requirements are determined by the average end strength of officers in Pay Group A and their training participation rates for each fiscal year. To calculate these requirements, the following dollar rates are considered: basic pay, retired pay accrual, government contributions to social security, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), and special and incentive pays as authorized.

	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	12,188			11,851			11,672		
PARTICIPATION RATE	62.00%			53.19%			54.20%		
PAID PARTICIPANTS	7,583	\$8,270.36	\$62,714	6,304	\$8,555.04	\$53,931	6,326	\$8,955.94	\$56,655

Pay and Allowances Active Duty for Training, Enlisted: Funds are allocated to cover the pay and allowances of enlisted who participate in active duty for training. The program's funding requirements are determined by the average end strength of officers in Pay Group A and their training participation rates for each fiscal year. To calculate these requirements, the following dollar rates are considered: basic pay, retired pay accrual, government contributions to social security, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), and special and incentive pays as authorized.

	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
AVERAGE STRENGTH	61,367			61,233			65,069		
PARTICIPATION RATE	62.00%			54.49%			57.11%		
PAID PARTICIPANTS	38,128	\$4,505.28	\$171,777	33,364	\$4,658.83	\$155,438	37,163	\$4,930.55	\$183,234

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
PAY AND ALLOWANCES, INACTIVE DUTY TRAINING
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Pay, Inactive Duty Training, Officer: These funds provide pay and allowances for officers attending inactive duty for training including Regularly Scheduled Drills, Additional Training Periods, Funeral Honors Duty, and Readiness Management Periods, and Additional Flying and Flight Training Periods. Program requirements include basic pay, retired pay accrual, government's social security contributions, and incentive pay as authorized. Funeral Honors Duty funding supports the performance of military funeral honors by members of the Ready Reserve.

	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	12,188			11,851			11,672		
PARTICIPATION RATE	75.00%			71.26%			72.27%		
PAID PARTICIPANTS	9,173	\$21,272.10	\$195,129	8,445	\$21,998.46	\$185,777	8,435	\$23,434.74	\$197,672
	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
ADDITIONAL IDT:									
PROF TRAINING	3,861	\$484.12	\$1,869	4,057	\$500.52	\$2,031	4,057	\$524.81	\$2,129
FLIGHT TRAINING	96,490	\$396.47	\$38,255	93,756	\$409.69	\$38,411	93,756	\$429.01	\$40,222
TRAINING PERIOD PREPARATION	4,510	\$365.13	\$1,647	3,675	\$377.49	\$1,387	3,675	\$395.76	\$1,454
RESERVE FUNERAL HONORS	806	\$110.42	\$89	214	\$112.85	\$24	214	\$115.22	\$25
TOTAL	114,840		236,989	110,147		227,630	110,137		241,502

Pay, Inactive Duty Training, Enlisted: These funds provide pay and allowances for enlisted attending inactive duty for training including Regularly Scheduled Drills, Additional Training Periods, Funeral Honors Duty, and Readiness Management Periods, and Additional Flying and Flight Training Periods. Program requirements include basic pay, retired pay accrual, government's social security contributions, and incentive pay as authorized. Funeral Honors Duty funding supports the performance of military funeral honors by members of the Ready Reserve.

	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
UNIT TRAINING ASSEMBLIES:									
AVERAGE STRENGTH	61,367			61,233			65,069		
PARTICIPATION RATE	76.00%			75.16%			78.15%		
PAID PARTICIPANTS	46,737	\$10,648.27	\$497,668	46,022	\$10,763.05	\$495,337	50,854	\$12,085.85	\$614,614
	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
ADDITIONAL IDT:									
PROF TRAINING	6,637	\$229.21	\$1,521	5,141	\$236.98	\$1,218	5,141	\$252.27	\$1,297
FLIGHT TRAINING	39,186	\$194.96	\$7,640	39,103	\$201.45	\$7,877	39,103	\$214.03	\$8,369
TRAINING PERIOD PREPARATION	7,655	\$184.80	\$1,415	5,130	\$191.05	\$980	5,130	\$203.36	\$1,043
RESERVE FUNERAL HONORS	0	\$0.00	\$0	1,079	\$113.37	\$122	1,050	\$116.19	\$122
TOTAL	100,215		508,244	96,475		505,534	101,278		625,445

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
INDIVIDUAL CLOTHING AND UNIFORM ALLOWANCES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Individual Clothing and Uniform Allowances, Officer: These funds provide for supplemental clothing allowances under the provisions of Section 416 of Title 37, United States Code for the purchase of required uniforms. Section 416 provides for a uniform allowance of not more than \$200 each time an officer enters active duty for a period of more than 90 days unless; (1) the officer, during that tour or within a period of two years before entering on that tour, received, under any law, an initial uniform reimbursement or allowance of more than \$400; or (2) the officer enters on that tour within two years after completing a period of active duty of more than 90 days.

Verified with 37 USC 416

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL UNIFORM ALLOWANCE	7	\$400.00	\$3	7	\$400.00	\$3	7	\$400.00	\$3
ADDITIONAL UNIFORM ALLOWANCE	41	\$200.00	\$8	40	\$200.00	\$8	39	\$200.00	\$8
TOTAL	48		\$11	47		\$11	46		\$11

Individual Clothing and Uniform Allowances, Enlisted: These funds provide clothing for enlisted personnel. Section 418 of Title 37 United States Code authorizes the Secretary of Defense to prescribe the quantity and type of clothing necessary for enlisted members of the armed forces or the National Guard. Uniforms for enlisted are issued through unit supply.

Verified with 37 USC 418

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INITIAL (PARTIAL) ISSUE									
TO PRIOR SERVICE PERSONNEL - MALE	1,418	\$2,077.84	\$2,946	705	\$2,222.70	\$1,567	1,504	\$2,269.96	\$3,414
INITIAL (PARTIAL) ISSUE									
TO PRIOR SERVICE PERSONNEL - FEMALE	513	\$2,459.67	\$1,262	295	\$2,637.29	\$778	544	\$2,696.55	\$1,467
REPLACEMENT ISSUE MALE	0	\$371.43	\$0	0	\$397.20	\$0	0	\$405.54	\$0
REPLACEMENT ISSUE FEMALE	0	\$378.92	\$0	0	\$408.00	\$0	0	\$416.57	\$0
TOTAL	1,931		\$4,208	1,000		\$2,345	2,048		\$4,881

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
SUBSISTENCE OF ENLISTED PERSONNEL
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Subsistence of Enlisted Personnel: These funds provide for subsistence-in-kind to enlisted personnel on active-duty training and inactive duty training for eight hours or more in any one calendar day. Subsistence-in-kind requirements are based on active duty and inactive duty workdays as programmed for each fiscal year. Appropriate deductions are made for enlisted personnel who will receive subsistence in lieu of monetary allowance. The dollar rates reflect approved inflation assumptions. Operational rations, dining facilities, and field feeding platforms are also used for individuals and units performing duty.

The rate is an aggregate amount using the cost of Basic Daily Food Allowance (BDFA) for dining facility operations, field feeding operations, meal ready to eat (MRE) and unitized group ration (UGR).

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
INACTIVE DUTY PERIODS OF EIGHT HOURS OR MORE:									
SUBSISTENCE-IN-KIND:									
TOTAL NUMBER OF WORKDAYS SUBSISTED	278,579	\$15.19	\$4,233	277,971	\$15.58	\$4,331	295,385	\$16.08	\$4,750
TOTAL SUBSISTENCE-IN-KIND	278,579	\$15.19	\$4,233	277,971	\$15.58	\$4,331	295,385	\$16.08	\$4,750

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
TRAVEL, ACTIVE DUTY FOR TRAINING
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Travel, Active Duty for Training, Officer: Funds provide for transportation and per diem allowances for officers to perform active duty training. Program requirements are based on officer average strength, anticipated participation and prior obligations adjusted for approved inflation assumptions.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	7,583	\$1,559.80	\$11,828	5,632	\$1,594.01	\$8,978	6,326	\$1,627.59	\$10,296

Travel, Active Duty for Training, Enlisted: These funds provide for transportation and per diem allowances for enlisted personnel to perform active duty training. Program requirements are based on the number of enlisted personnel programmed to participate in active duty training during each fiscal year. Average travel rate per individual is developed based on prior obligations. For those individuals required to travel during active duty training, the dollar rates reflect approved inflation assumptions.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	38,128	\$1,541.54	\$58,776	26,477	\$1,575.49	\$41,714	37,163	\$1,608.55	\$59,779
Total - ADT Travel	45,711		\$70,604	32,109		\$50,692	43,489		\$70,075

Travel, Inactive Duty for Training, Officer: Funding provides travel and per diem for all officer grades designated as critical skill Duty Air Force Specialty Code that reside 150 or more miles (one way) from their unit of assignment per Defense Table of Official Distances (DTOD). Member is authorized travel expenses (actual expense) NTE \$750 effective 27 December 2024 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Officers	0	0	0	0	0	0	0	0	0

Travel, Inactive Duty for Training, Enlisted: Funding provides travel and per diem for all officer grades designated as critical skill Duty Air Force Specialty Code that reside 150 or more miles (one way) from their unit of assignment per Defense Table of Official Distances (DTOD). Member is authorized travel expenses (actual expense) NTE \$750 effective 27 December 2024 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Enlisted	0	0	0	0	0	0	0	0	0
Total - IDT Travel	0		0	0		0	0		0
Total - Pay Group A, Travel	45,711		\$70,604	32,109		\$50,692	43,489		\$70,075

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP A
REIMBURSABLE REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Reimbursable Requirements: Funding reflects reimbursement for the cost of manpower to support Foreign Military Sales (FMS), DHS/USCG and NSA requirements. This also, reflects the reimbursement for the cost of meals provided in enlisted messes.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Pay Group A Reimbursements									
Officer	43	\$148,236.07	\$6,374	43	\$118,534.88	\$5,097	43	\$124,558.14	\$5,356
Enlisted	129	\$102,971.40	\$13,283	129	\$85,713.18	\$11,057	129	\$90,038.76	\$11,615
Total Pay Group A Reimbursements			\$19,657			\$16,154			\$16,971
Total Reimbursable Requirement			\$19,657			\$16,154			\$16,971

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**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP F
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Estimate	FY 2026	\$92,503
Estimate	FY 2025	\$103,981
Actual	FY 2024	\$93,717

PART 1 - PURPOSE AND SCOPE

Pay Group F program funds support for Basic Pay, Basic Allowance for Subsistence (BAS), Allowance for Housing (BAH), Family Separation Allowance (FSA), Retired Pay Accrual (RPA), the Government's share of Federal Insurance Contribution Act (FICA), clothing, subsistence and travel for non-prior service enlisted attending Basic Military Training (BMT). The purpose of this program is to train non-prior service personnel to fill specific unit vacancies. Individuals receive basic and follow-on technical training, depending upon their aptitudes and Air Force specialties.

Program requirements are based on the average number of trainees attending initial active duty training. The dollar rates used for pricing the program requirements are based on actual execution and reflect the approved economic assumptions.

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**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP F
SCHEDULE OF INCREASES AND DECREASES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

FY 2025 Direct Program	\$103,981
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Increases:

Pricing Increases

FY26 Pay Raise (3.8%, Effective 1 Jan 26)	1,371
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	514
Inflation (Rate 2.1% FY26)	122
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	948
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	144
BAH	463
Clothing	188
Travel	96
Total Pricing Increases	3,847

Total Increases	\$3,847
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Decreases:

Program Decreases

Base Pay	(7,415)
Retired Pay	(1,594)
Other	(447)
FICA	(567)
BAH	(1,729)
Travel	(718)
Clothing	(2,854)
Total Program Decreases	(15,325)

Total Decreases	(\$15,325)
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FY 2026 Direct Program	\$92,503
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NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP F
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)

Pay and Allowances, Active Duty for Training, Enlisted: These funds provide for pay and allowances of enlisted personnel attending Initial Active duty training (IADT). The dollar rates used in computing the requirements include basic pay, RPA, government social security contributions, BAS and BAH when authorized.

	FY 2024			FY 2025			FY 2026		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Pay and Allowances	3,582	\$22,088.78	\$79,122	3,653	\$23,790.23	\$86,906	3,159	\$24,898.49	\$78,654

Individual Clothing and Uniform Allowance, Enlisted: These funds support the prescribed clothing for non-prior service enlisted personnel attending IADT as authorized by the Secretary of Defense. Clothing dollar rates are based on the number of Clothing Bags issued and reflect approved inflation assumptions.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Issue Female	1,274	\$2,460	\$3,134	1,457	\$2,641	\$3,848	1,123	\$2,696	\$3,028
Initial Issue Male	3,063	\$2,078	\$6,364	3,560	\$2,223	\$7,915	2,701	\$2,270	\$6,131
Total	4,337		\$9,498	5,017		\$11,763	3,824		\$9,159

Travel, Active Duty for Training, Enlisted: These funds provide for transportation and per diem for enlisted personnel to perform IADT. Program requirements are based on the number of non-prior service enlistees that require commercial transportation to and from training.

	FY 2024			FY 2025			FY 2026		
	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT	TRAINEES	RATE	AMOUNT
Travel	3,582	\$1,423	\$5,097	3,653	\$1,454	\$5,312	3,159	\$1,485	\$4,690

**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP P
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Estimate	FY 2026	\$3,521
Estimate	FY 2025	\$8,304
Actual	FY 2024	\$5,090

PART 1 - PURPOSE AND SCOPE

Pay Group P provides for Basic Pay, Retired Pay Accrual (RPA), the Government’s share of Federal Insurance Contribution Act (FICA), clothing and subsistence for enlisted personnel participating in multiple drill assemblies and/or weekend training for up to 36 paid drills prior to entering initial active duty training (IADT). These enlistees must enter IADT within nine months of enlisting.

Program requirements are based on the average number of trainees attending initial active duty training. The dollar rates used for pricing the program requirements are based on actual execution and reflect the approved economic assumptions identified in Section II.

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**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP P
SCHEDULE OF INCREASES AND DECREASES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

FY 2025 Direct Program	\$8,304
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Increases:

Pricing Increases

FY26 Pay Raise (3.8%, Effective 1 Jan 26)	75
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	28
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	52
Inflation (Rate 2.1% FY26)	0
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	8
Total Pricing Increases	\$163

Total Increases	\$163
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Decreases:

Program Decreases

Base Pay	(3,820)
Retired Pay	(821)
Other	(12)
FICA	(292)
Total Program Decreases	(4,946)

Total Decreases	(4,946)
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FY 2026 Direct Program	\$3,521
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**NATIONAL GUARD PERSONNEL, AIR FORCE
TRAINING, PAY GROUP P
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Pay and Allowances, Inactive Duty Training, Enlisted: Funding provides for Basic Pay, Retired Pay Accrual (RPA), the Government's share of Federal Insurance Contribution Act (FICA), clothing and subsistence for enlisted personnel participating in up to 36 paid drills drill assemblies prior to entering initial active duty training (IADT). These enlistees must enter IADT within nine months of enlisting.

	FY 2024			FY 2025			FY 2026		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training: Paid Participants	2,790	\$1,824.37	\$5,090	4,191	\$1,981.39	\$8,304	1,695	\$2,077.43	\$3,521

**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHOOL TRAINING
(IN THOUSANDS OF DOLLARS)**

Estimate	FY 2026	\$375,554
Estimate	FY 2025	\$380,000
Actual	FY 2024	\$406,837

PART I - PURPOSE AND SCOPE

The School Training program provides for Basic Pay, Retired Pay Accrual (RPA), Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), the Government's share of Federal Insurance Contributions Act (FICA), Travel, and Per Diem for Air National Guard officers and enlisted personnel performing tours of paid active duty for formal school training. This program is designed to increase the mobilization potential and readiness of Guardsmen through training at military service schools. This school training improves individual proficiency and cross-trains individuals into critical skill career fields. The length of each course includes the actual period of instruction, travel time as prescribed by appropriate travel regulations.

School tours are programmed and budgeted in seven categories:

- Career Development Training
- Initial Skill Acquisition Training
- Officer Training School
- Refresher and Proficiency Training
- Undergraduate Pilot and Navigator Training
- Unit Conversion Training
- Graduate Flying Training

The following pages present the requirements for each of the seven categories and describe more precisely what is included in each category.

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

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**NATIONAL GUARD PERSONNEL, AIR FORCE
SCHOOL TRAINING
SCHEDULE OF INCREASES AND DECREASES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

FY 2025 Direct Program	\$380,000
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Increases:

Pricing Increases

FY26 Pay Raise (3.8%, Effective 1 Jan 26)	5,316
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	1,991
Inflation (Rate 2.1% FY26)	2,224
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	3,319
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	559
BAH	2,445
Total Pricing Increases	\$15,854

Total Increases	\$15,854
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Decreases:

Program Decreases

Graduate Flying Training	(2,152)
Initial Skills Acquired	(10,775)
Refresh & Proficiency	(4,732)
Officer Candidate School	(517)
Career Development Training	(907)
Undergrad Pilot Training	(1,217)
Total Program Decreases	(\$20,300)

Total Decreases	(\$20,300)
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FY 2026 Direct Program	\$375,554
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NATIONAL GUARD PERSONNEL, AIR FORCE
SCHOOL TRAINING
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)

Career Development: This program includes specialty or general military training related to professional development or career enhancement including senior military schools. The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation are reflected in the current and budget year rates.

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	365	49.00	17,885	\$500.31	\$8,948	330	49.00	16,189	\$516.83	\$8,367	313	49.00	15,326	\$538.64	\$8,255
Enlisted	896	34.00	30,462	\$302.67	\$9,220	811	34.00	27,576	\$312.08	\$8,606	768	34.00	26,103	\$326.21	\$8,515
Total	1,261	38.34	48,347	\$375.78	\$18,168	1,141	38.36	43,765	\$387.82	\$16,973	1,081	38.34	41,428	\$404.80	\$16,770

Initial Skill Acquisition Training: This program provides training necessary to acquire military specialty skills. It includes the initial training of newly commissioned officers, initial skill training of officers and prior service enlisted personnel and the retraining of officer and enlisted personnel into another military specialty. The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation are reflected in the current and budget year rates.

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,774	77.00	136,593	\$359.63	\$49,123	1,606	77.00	123,647	\$371.51	\$45,936	1,520	77.00	117,041	\$387.18	\$45,316
Enlisted	5,373	101.00	542,642	\$307.54	\$166,884	4,863	101.00	491,210	\$317.09	\$155,758	4,604	101.00	464,970	\$331.46	\$154,120
Total	7,147	95.04	679,235	\$318.02	\$216,007	6,469	95.05	614,857	\$328.03	\$201,694	6,124	95.04	582,011	\$342.67	\$199,436

Officer Training School: This program includes the commissioning programs of the Air National Guard (ANG) Detachment 12, Academy of Military Science (AMS). The source of officer candidates is either from civilian life (non-prior service) or prior enlisted service. The average rates used in computing the requirements include pay and allowances, retired pay accrual, clothing, subsistence-in-kind, transportation and per diem as authorized. Military pay increases, government Social Security contribution changes, and price growth for commercial transportation, subsistence-in-kind, and clothing are reflected in the current and budget year rates.

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	152	27.00	4,100	\$428.32	\$1,756	137	27.00	3,711	\$442.46	\$1,642	130	27.00	3,513	\$461.12	\$1,620
Enlisted	503	57.00	28,663	\$300.70	\$8,619	455	57.00	25,946	\$310.03	\$8,044	431	57.00	24,559	\$324.08	\$7,959
Total	655	50.02	32,763	\$316.67	\$10,375	592	50.10	29,657	\$326.60	\$9,686	561	50.04	28,072	\$341.23	\$9,579

Refresher and Proficiency Training: This program provides training necessary to attain and maintain needed level of proficiency in the military specialty for which a member was initially qualified. The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation are reflected in the current and budget year rates.

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,968	53.00	104,314	\$421.44	\$43,962	1,782	53.00	94,427	\$435.34	\$41,108	1,686	53.00	89,383	\$453.71	\$40,554
Enlisted	4,358	38.00	165,614	\$307.13	\$50,865	3,945	38.00	149,916	\$316.67	\$47,474	3,734	38.00	141,910	\$331.02	\$46,975
Total	6,326	42.67	269,928	\$351.31	\$94,827	5,727	42.67	244,343	\$362.53	\$88,582	5,420	42.67	231,293	\$378.43	\$87,529

NATIONAL GUARD PERSONNEL, AIR FORCE
SCHOOL TRAINING
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)

Undergraduate Pilot and Navigator Training: This program includes the initial flying training programs for Undergraduate Pilot Training (UPT), Undergraduate Navigator Training (UNT), and Undergraduate Helicopter Training (UHT). The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation and clothing are reflected in the current and budget year rates.

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	510	137.00	69,918	\$348.31	\$24,353	462	137.00	63,292	\$359.81	\$22,773	437	137.00	59,909	\$374.97	\$22,464
Enlisted	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0	0	0.00	0	\$0.00	\$0
Total	510	137.00	69,918	\$348.31	\$24,353	462	137.00	63,292	\$359.81	\$22,773	437	137.00	59,909	\$374.97	\$22,464

Graduate Flying Training: This program includes aircraft specific graduate flying training, both mobility and fighter, after UFT and all enlisted aircrew training. The average rates used in computing the requirements include pay and allowances, retired pay, clothing, transportation and per diem as authorized. Military pay increases, appropriate Basic Allowance for Housing (BAH) changes, Basic Allowance for Subsistence (BAS), government Social Security contribution changes, and price growth for commercial transportation and clothing are reflected in the current and budget year rates.

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	388	188.00	72,994	\$457.82	\$33,418	351	188.00	66,077	\$472.92	\$31,249	333	188.00	62,547	\$492.88	\$30,828
Enlisted	208	153.00	31,832	\$304.38	\$9,689	188	153.00	28,814	\$313.84	\$9,043	178	153.00	27,276	\$328.05	\$8,948
Total	596	175.88	104,826	\$411.23	\$43,107	539	176.05	94,891	\$424.61	\$40,292	511	175.79	89,823	\$442.83	\$39,776

TOTAL SCHOOL TRAINING

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	5,158	78.68	405,803	\$398.12	\$161,560	4,669	78.68	367,342	\$411.26	\$151,075	4,419	78.68	347,718	\$428.61	\$149,037
Enlisted	11,338	70.49	799,213	\$306.90	\$245,277	10,263	70.49	723,462	\$316.43	\$228,925	9,715	70.49	684,818	\$330.77	\$226,517
Total	16,495	73.05	1,205,016	\$337.62	\$406,837	14,932	73.05	1,090,804	\$348.37	\$380,000	14,134	73.05	1,032,536	\$363.72	\$375,554

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**NATIONAL GUARD PERSONNEL, AIR FORCE
SPECIAL TRAINING
(IN THOUSANDS OF DOLLARS)**

Estimate	FY 2026	\$257,086
Estimate	FY 2025	\$269,830
Actual	FY 2024	\$316,415

PART I - PURPOSE AND SCOPE

The Special Training sub-activity offers compensation and benefits to Air National Guard (ANG) officers and enlisted personnel who participate in paid active-duty tours outside of those covered by Pay Groups A, F, P, and School Training. Eligible personnel receive Basic Pay, Retired Pay Accrual (RPA), Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), and the government's share of Federal Insurance Contributions Act (FICA). Additionally, they are entitled to Travel and Per Diem allowances. These benefits apply to personnel involved in various special training activities, including:

- ANG Air Defense and Air Combat Command (ACC) Alerts
- Joint Chiefs of Staff Exercises
- United States Air Force Mission Support
- Conversions
- Other specialized training aimed at enhancing combat proficiency and mobilization readiness of ANG units.

Special tours are programmed and budgeted in seven categories:

- Management Support
- Exercises
- Operational Training
- Unit Conversion Training
- Drug Interdiction
- Active Duty Operational Support (ADOS)
- Yellow Ribbon Reintegration Program (YRRP)

The following pages present the requirements in each of the seven categories and describe more precisely what is included in each category.

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**NATIONAL GUARD PERSONNEL, AIR FORCE
SPECIAL TRAINING
SCHEDULE OF INCREASES AND DECREASES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

FY 2025 Direct Program	\$269,830
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Increases:

Pricing Increases

FY26 Pay Raise (3.8%, Effective 1 Jan 26)	4,086
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	1,530
Retired Pay Accrual (Rate 24.3% (FT) 22.6% (PT) FY26)	2,662
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	431
BAH	1,897
Inflation (Rate 2.1% FY26)	714

Total Pricing Increases	\$11,320
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Total Increases	\$11,320
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Decreases:

Program Decreases

Exercises	(1,008)
Management Support	(2,760)
Operational Training	(5,703)
Unit Conversion	(0)
Active Duty Operational Support	(13,743)
Yellow Ribbon Reintegration Program	(851)

Total Program Decreases	(\$24,064)
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Total Decreases	(\$24,064)
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FY 2026 Direct Program	\$257,086
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NATIONAL GUARD PERSONNEL, AIR FORCE
SPECIAL TRAINING
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)

Management Support: This program supports activities not directly related to other special training categories such as special physicals, accident boards, special investigations, base defense, disaster preparedness, and airlift support. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,216	32.00	38,897	\$359.49	\$13,983	1,136	32.00	36,349	\$371.73	\$13,512	1,032	32.00	33,034	\$388.30	\$12,827
Enlisted	2,885	31.00	89,426	\$193.96	\$17,345	2,696	31.00	83,567	\$200.51	\$16,756	2,450	31.00	75,950	\$211.19	\$16,040
Total	4,101	31.29	128,322	\$244.14	\$31,328	3,832	31.29	119,916	\$252.41	\$30,268	3,482	31.30	108,984	\$264.87	\$28,867

Exercises: This program provides training required for Air National Guard (ANG) participation in joint exercises to improve readiness through the development of critical warfighter skills. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	362	32.00	11,578	\$540.67	\$6,260	338	32.00	10,820	\$559.08	\$6,049	307	32.00	9,834	\$583.99	\$5,743
Enlisted	821	16.00	13,139	\$394.39	\$5,182	767	16.00	12,277	\$407.75	\$5,006	697	16.00	11,159	\$429.45	\$4,792
Total	1,183	20.89	24,718	\$462.91	\$11,442	1,105	20.90	23,097	\$478.64	\$11,055	1,004	20.91	20,993	\$501.84	\$10,535

Operational Training: This program provides training for individuals to achieve and maintain a level of readiness commensurate with demands of programmed wartime tasks. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	4,224	16.00	67,581	\$384.41	\$25,979	3,947	16.00	63,155	\$397.50	\$25,104	3,587	16.00	57,397	\$415.21	\$23,832
Enlisted	10,083	19.00	191,579	\$202.23	\$38,745	9,423	19.00	179,033	\$209.09	\$37,434	8,563	19.00	162,706	\$220.22	\$35,831
Total	14,307	18.11	259,160	\$249.74	\$64,724	13,370	18.11	242,188	\$258.22	\$62,538	12,150	18.12	220,104	\$271.07	\$59,663

Unit Conversion Training: This program provides training required by personnel in units converting from one weapons system to another. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	70	40.00	2,785	\$581.61	\$1,620	70	40.00	2,785	\$601.41	\$1,675	70	40.00	2,786	\$628.20	\$1,750
Enlisted	794	66.00	52,402	\$138.66	\$7,266	794	66.00	52,403	\$143.35	\$7,512	794	66.00	52,402	\$150.99	\$7,912
Total	864	63.87	55,187	\$161.02	\$8,886	864	63.88	55,188	\$166.47	\$9,187	864	63.87	55,188	\$175.08	\$9,662

**NATIONAL GUARD PERSONNEL, AIR FORCE
SPECIAL TRAINING
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Drug Interdiction: This program provides for all drug interdiction support for both Continental United States (State Plans) and outside the Continental United States operations. The rates used in computing the requirements include pay and allowances, retired pay, transportation and per diem as authorized. Military pay increases, government's Social Security contributions changes, and price growth for commercial transportation are reflected in the current and budget year's rates.

	FY 2024				
	Participants	Tour Length	Workdays	Rate	Amount
Officers	98	215.00	20,988	\$231.51	\$4,859
Enlisted	1,243	239.00	297,162	\$127.89	\$38,004
Total	1,341	237.25	318,150	\$134.73	\$42,863

Active Duty Operational Support (ADOS): This program is an authorized voluntary tour of active duty (AD), other than Active Guard and Reserve (AGR) duty, performed pursuant to section 12301(d) of Title 10, United States Code, "Armed Forces" and ADT performed at the request of an organization or operational commander, or as a result of reimbursable (ADOS-AC funded or ADOS-RC funded) to support active component (AC) or reserve component (RC) programs, respectively. The purpose of ADOS is to provide the necessary skilled manpower assets to support existing or emerging requirements. ADOS is being utilized due to unprecedented conversion actions of weapons systems changes across the ANG. These changes require a multitude of special projects using subject matter experts (SME's) from the field. The SME's will not be deriving classic training when supporting these projects.

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	1,670	96.00	160,367	\$428.10	\$68,653	1,561	96.00	149,863	\$442.67	\$66,340	1,419	96.00	136,199	\$462.39	\$62,977
Enlisted	4,018	83.00	333,531	\$261.85	\$87,335	3,755	83.00	311,685	\$270.70	\$84,373	3,413	83.00	283,267	\$282.31	\$79,969
Total	5,688	86.83	493,897	\$315.83	\$155,988	5,316	86.82	461,548	\$326.54	\$150,713	4,832	86.81	419,466	\$340.78	\$142,946

Yellow Ribbon Reintegration Program: Section 582 of the FY 2008 National Defense Authorization Act directs the establishment of "a national combat veteran reintegration program to provide National Guard and Reserve members and their families with sufficient information, services, referral and proactive outreach opportunities through the entire deployment cycle." The pre-deployment phase (from first notification of mobilization until deployment of the mobilized unit), focuses on educating members, families and affected communities on combat demobilization, and the importance of reintegration. The post-deployment commences after the unit's demobilization and reintegration activities at the 30-60-90-day intervals. The focus is on reconnecting members and their families with the service providers (i.e. TRICARE, JAG, Department of Veterans Affairs, etc.) to ensure a clear understanding of their entitled benefits. In addition, combat stress and transition and how members and their families can address these issues is also integral to this post-deployment phase.

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	40	6.00	239	\$468.04	\$112	197	6.00	1,185	\$483.71	\$573	169	6.00	1,012	\$504.75	\$511
Enlisted	964	2.00	1,927	\$557.30	\$1,074	4,777	2.00	9,555	\$575.22	\$5,496	4,098	2.00	8,195	\$598.14	\$4,902
Total	1,004	2.16	2,166	\$547.44	\$1,186	4,974	2.16	10,739	\$565.13	\$6,069	4,267	2.16	9,208	\$587.87	\$5,413

TOTAL SPECIAL TRAINING

	FY 2024					FY 2025					FY 2026				
	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount	Participants	Tour Length	Workdays	Rate	Amount
Officers	7,679	39.39	302,436	\$401.63	121,466	7,249	36.44	264,156	\$428.73	113,253	6,584	36.49	240,262	\$448.01	107,640
Enlisted	20,808	47.06	979,165	\$199.10	194,951	22,212	29.20	648,520	\$241.44	156,577	20,015	29.66	593,679	\$251.73	149,446
Total	28,487	44.99	1,281,601	\$246.89	\$316,417	29,462	30.98	912,676	\$295.65	\$269,830	26,600	31.35	833,941	\$308.28	\$257,086

*Fiscal Year FY 2026 OTHER COCOM SUPPORT funding accounted for in the Direct Budgets totals \$5,413 thousand.

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**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
(IN THOUSANDS OF DOLLARS)**

Estimate	FY 2026	\$3,643,207
Estimate	FY 2025	\$3,481,197
Actual	FY 2024	\$3,420,852

PART I - PURPOSE AND SCOPE

Administration and Support funds provide Basic Pay, Retired Pay Accrual (RPA), Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), uniform allowances, the Government's share of Federal Insurance contributions Act (FICA), and Permanent Change of Station Travel for Air National Guard personnel on full-time duty (AGR).

Funds are also used to provide various benefits, including death gratuity payments to beneficiaries, disability pay, hospitalization pay, and bonuses for enlistment, reenlistment, education, and Selective Affiliation. Additionally, funds cover student loan repayment to selected members and uncollected Serviceman's Group Life Insurance premiums payable to the Veterans Administration.

The FY 2026 request for Permanent Change of Station includes \$10,541 thousand of discretionary and \$14,718 thousand of mandatory (reconciliation) for a total of \$25,259 thousand. The mandatory funds provide resources to support those assigned to high-cost areas and in permanent change of station (PCS) to extend the Temporary Lodging Expense (TLE) eligibility period from 14 to 21 days. Further information for this reconciliation request is provided in the DoD FY 2026 Reconciliation Budget, Section 20001: Quality of Life.

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**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2025 Direct Program	\$3,481,197
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Increases:

Pricing Increases

FY26 Pay Raise (3.8%, Effective 1 Jan 26)	52,185
Annualization FY25 Pay Raise (4.5%, Effective 1 Jan 25)	19,545
Inflation (Rate 2.1% FY26)	3,084
Bonuses	27,398
FICA (Rate 7.65%, FY26 Ceiling - \$181,800)	5,491
BAH	61,903
BAS	12,535
Clothing	25
Total Pricing Increases	\$182,165

Program Increases

Allowances	235
Officer Accessions & Affiliations	6,154
Non-Prior Service Enlistment	16,965
Prior Service Enlistment (6 Year)	6,949
Reenlistment Bonus (6 Year)	5,128
Affiliation Bonus (6 Year)	2,079
Continuation Pay	180
Change in Average Strength	11,805
FICA	678
Retired Pay Accrual	2,354
Total Program Increases	\$52,527

Total Increases	\$234,691
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**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

Decreases:

Pricing Decreases

Retired Pay Accrual Dec	(24,061)
Total Pricing Decreases	(\$24,061)

Program Decreases

Death & Disability	(690)
Clothing	(19)
Travel	(22)
Health Professional Cash Bonus 45K	(1,346)
Aviator Bonus	(12)
Change in Average Strength	(37,775)
FICA	(2,061)
Retired Pay Accrual	(6,694)
Total Program Decreases	(\$48,621)

Total Decreases	(\$72,681)
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FY 2026 Direct Program	\$3,643,207
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**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

Title 10, Section 10211: Participation of reserve officers in preparation and administration of reserve affairs.

Provides that within such numbers and in such grades and assignments as the Secretary concerned may prescribe, each armed force shall have officers of its reserve components on active duty (other than for training) at the seat of government, and at headquarters responsible for reserve affairs, to participate in preparing and administering the policies and regulations affecting those reserve components. While so serving, such an officer is an additional member of any staff with which he is serving.

	FY 2024		FY 2025		FY 2026	
	Average	End	Average	End	Average	End
Officers	55	68	65	62	62	62
Enlisted	3	4	3	2	2	2
Subtotal	58	72	68	64	64	64

Title 10, Section 12310: Organizing, administering, recruiting, instructing or training reserve components.

Provides for officers and/or enlisted personnel to be placed on active duty to support Air Reserve Force activities for more than 360 days. The primary function is to work directly with organizing, administering, recruiting, instructing, or training the reserve component.

	FY 2024		FY 2025		FY 2026	
	Average	End	Average	End	Average	End
Officer	0	0	0	0	0	0
Enlisted	0	0	0	0	0	0
Subtotal	0	0	0	0	0	0

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

Title 10, Section 10305: Participation of reserve officers in the policies and regulations for the government of reserve components of the Air Force.

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

	FY 2024		FY 2025		FY 2026	
	Average	End	Average	End	Average	End
Officers	10	13	13	12	12	12
Enlisted	7	9	7	5	5	5
Subtotal	17	22	20	17	17	17

Title 10, Section 12402: Participation of Air National Guard officers in National Guard Bureau duties.

Provides for the appointment of Air National Guard officers to active duty in the National Guard Bureau.

	FY 2024		FY 2025		FY 2026	
	Average	End	Average	End	Average	End
Officers	1	1	1	1	1	1
Subtotal	1	1	1	1	1	1

Title 32, Section 708: United States Property and Fiscal Officers.

Provides for the appointment by the governor of each State, the Commonwealth of Puerto Rico, Guam, and the Virgin Islands and the commanding general of the National Guard of the District of Columbia, subject to the approval of the Secretary of the Army and the Secretary of the Air Force, a qualified commissioned officer of the National Guard of that jurisdiction who is also a commissioned officer of the Army National Guard of the United States or the Air National Guard of the United States, as the case may be, to be the property and fiscal officer of that jurisdiction.

	FY 2024		FY 2025		FY 2026	
	Average	End	Average	End	Average	End
Officers	12	12	12	11	11	11
Subtotal	12	12	12	11	11	11

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

Recruiting and Retention: Provides for a full-time Air National Guard recruiting/retention force to enable attainment of programmed strength objectives.

	FY 2024		FY 2025		FY 2026	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	2	0	3	4	4	4
Enlisted	697	659	678	694	695	694
Subtotal	699	659	681	698	699	698

Air National Guard (ANG) Administration and Support: Supports military staffing needs at various locations, including the ANG Readiness Center, the Air National Guard/Air Force Reserve Test Center, 1st Air Force, and other miscellaneous headquarters manning requirements.

	FY 2024		FY 2025		FY 2026	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	302	293	293	293	293	293
Enlisted	444	416	416	416	416	416
Subtotal	746	709	709	709	709	709

ANG Training: Funds instructors and support personnel for the I.G. Brown ANG Training and Education Center (TEC), and for ANG Formal Training Units (FTUs).

	FY 2024		FY 2025		FY 2026	
	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>	<u>Average</u>	<u>End</u>
Officers	81	69	48	24	24	24
Enlisted	96	70	62	51	51	51
Subtotal	177	139	110	75	75	75

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE COMPONENT PERSONNEL ON TOURS OF ACTIVE DUTY**

USAF Mission Support: Provides direct ANG full-time support of the active military forces. This includes missions such as Aerospace Control Alert (ACA) throughout CONUS and Special Operations (SOF).

	FY 2024		FY 2025		FY 2026	
	Average	End	Average	End	Average	End
Officers	62	61	89	115	115	115
Enlisted	790	755	856	952	952	952
Subtotal	852	816	945	1,067	1,067	1,067

Combat Readiness Training Center: Supports staffing at Air National Guard (ANG) Combat Readiness Training Centers and air-to-ground gunnery ranges.

	FY 2024		FY 2025		FY 2026	
	Average	End	Average	End	Average	End
Officers	38	36	27	17	17	17
Enlisted	285	278	207	134	134	134
Subtotal	323	314	234	151	151	151

ANG Direct Unit Support: Provides for military full-time active duty in support of direct unit requirements.

	FY 2024		FY 2025		FY 2026	
	Average	End	Average	End	Average	End
Officers	3,239	3,186	3,249	3,359	3,331	3,304
Enlisted	18,933	18,731	18,828	19,063	18,461	18,553
Subtotal	22,172	21,917	22,077	22,422	21,792	21,857

Total All Sections (These totals do not include Reimbursable Strength from the PB-30G)

	FY 2024		FY 2025		FY 2026	
	Average	End	Average	End	Average	End
Officers	3,802	3,739	3,800	3,898	3,870	3,843
Enlisted	21,255	20,922	21,057	21,317	20,716	20,807
Subtotal	25,057	24,661	24,857	25,215	24,586	24,650

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
PAY AND ALLOWANCES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Pay and Allowances of Officers: These funds provide pay and allowances for officers serving on active duty, as authorized by Sections 10211, 12310, 10305, and 12402 of Title 10 U.S.C. and Sections 502 and 708 of Title 32. The rates include basic pay, retired pay accrual, social security contributions, allowances, and incentives. Rate calculations are based on actual execution and approved economic assumptions.

	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	146	\$229,471.45	\$33,503	140	\$234,435.71	\$32,821	133	\$247,721.80	\$32,947
RECRUITING AND RETENTION	2	\$209,698.27	\$419	3	\$233,000.00	\$699	4	\$232,000.00	\$928
ANG ADMINISTRATION AND SUPPORT	302	\$223,423.26	\$67,474	293	\$230,098.98	\$67,419	293	\$238,201.37	\$69,793
ANG TRAINING	81	\$204,997.18	\$16,605	48	\$208,291.67	\$9,998	24	\$218,416.67	\$5,242
USAF MISSION SUPPORT	62	\$204,109.55	\$12,655	89	\$208,044.94	\$18,516	115	\$215,052.17	\$24,731
COMBAT READINESS TRAINING CENTER	38	\$215,002.75	\$8,170	27	\$214,111.11	\$5,781	17	\$217,117.65	\$3,691
ANG DIRECT UNIT SUPPORT	3,239	\$203,812.99	\$660,150	3,249	\$206,124.65	\$669,699	3,331	\$213,643.35	\$711,646
TOTAL	3,870		\$798,976	3,849		\$804,933	3,917		\$848,978

Pay and Allowances of Enlisted Personnel: These funds provide pay and allowances for enlisted personnel serving on active duty, Sections 10211, 12310, 10305, and 12402 of Title 10 U.S.C. and Sections 502 and 708 of Title 32. The rates include basic pay, retired pay accrual, social security contributions, allowances, and incentives. Rate calculations are based on actual execution and approved economic assumptions.

	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	64	\$139,674.42	\$8,939	53	\$143,245.28	\$7,592	36	\$157,666.67	\$5,676
RECRUITING AND RETENTION	697	\$114,762.50	\$79,989	678	\$116,585.55	\$79,045	695	\$123,483.45	\$85,821
ANG ADMINISTRATION AND SUPPORT	444	\$136,844.81	\$60,759	416	\$139,853.37	\$58,179	416	\$145,365.38	\$60,472
ANG TRAINING	96	\$120,320.19	\$11,551	62	\$123,370.97	\$7,649	51	\$133,686.27	\$6,818
USAF MISSION SUPPORT	790	\$110,024.16	\$86,919	856	\$111,968.46	\$95,845	952	\$117,046.22	\$111,428
COMBAT READINESS TRAINING CENTER	285	\$120,250.01	\$34,271	207	\$123,198.07	\$25,502	134	\$131,305.97	\$17,595
ANG DIRECT UNIT SUPPORT	18,933	\$117,428.42	\$2,223,272	18,828	\$118,639.26	\$2,233,740	18,461	\$123,202.75	\$2,274,446
TOTAL	21,309		\$2,505,701	21,100		\$2,507,552	20,745		\$2,562,256

NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
TRAVEL
(AMOUNTS IN THOUSANDS OF DOLLARS)

Travel, Officers: Funding provides travel for officer personnel serving on extended active duty. Included are permanent change of station costs, movement and storage of household goods, and dependent travel.

	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	146	\$5,958.90	\$870	140	\$6,092.86	\$853	133	\$6,218.05	\$827
RECRUITING AND RETENTION	0	\$0.00	\$0	1	\$0.00	\$0	1	\$0.00	\$0
ANG ADMINISTRATION AND SUPPORT	53	\$5,962.26	\$316	52	\$6,096.15	\$317	52	\$6,211.54	\$323
ANG TRAINING	14	\$5,928.57	\$83	9	\$6,111.11	\$55	4	\$6,250.00	\$25
USAF MISSION SUPPORT	11	\$6,000.00	\$66	16	\$6,062.50	\$97	20	\$6,200.00	\$124
COMBAT READINESS TRAINING CENTER	7	\$6,000.00	\$42	5	\$6,000.00	\$30	3	\$6,333.33	\$19
ANG DIRECT UNIT SUPPORT	569	\$5,959.58	\$3,391	578	\$6,091.70	\$3,521	587	\$6,219.76	\$3,651
TOTAL	800		\$4,768	801		\$4,873	800		\$4,969

Travel, Enlisted: Funding provides travel for enlisted personnel serving on extended active duty. Included are permanent change of station costs, movement and storage of household goods, and dependent travel.

	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
HEADQUARTERS ACTIVITIES	64	\$5,343.75	\$342	53	\$5,471.70	\$290	36	\$5,583.33	\$201
RECRUITING AND RETENTION	31	\$5,354.84	\$166	31	\$5,483.87	\$170	32	\$5,593.75	\$179
ANG ADMINISTRATION AND SUPPORT	20	\$5,350.00	\$107	19	\$5,473.68	\$104	19	\$5,578.95	\$106
ANG TRAINING	4	\$5,250.00	\$21	3	\$5,333.33	\$16	2	\$5,500.00	\$11
USAF MISSION SUPPORT	35	\$5,342.86	\$187	39	\$5,461.54	\$213	44	\$5,590.91	\$246
COMBAT READINESS TRAINING CENTER	13	\$5,384.62	\$70	9	\$5,444.44	\$49	6	\$5,500.00	\$33
ANG DIRECT UNIT SUPPORT	834	\$5,350.12	\$4,462	847	\$5,468.71	\$4,632	859	\$5,583.24	\$4,796
TOTAL	1,001		\$5,355	1,001		\$5,474	998		\$5,572

NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
UNIFORM ALLOWANCES
(AMOUNTS IN THOUSANDS OF DOLLARS)

Uniform Allowances, Officers: These funds provide for supplemental clothing allowances under the provisions of Section 416 of Title 37, United States Code for the purchase of required uniforms. Section 416 provides for a uniform allowance of not more than \$200 each time an officer enters active duty for a period of more than 90 days unless; (1) the officer, during that tour or within a period of two years before entering on that tour, received, under any law, an initial uniform reimbursement or allowance of more than \$400; or (2) the officer enters on that tour within two years after completing a period of active duty of more than 90 days.

	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Standard Clothing Maintenance Allowance	7	\$400.00	\$3	7	\$400.00	\$3	7	\$400.00	\$3
Active Duty Officer Uniform Allowance	28	\$200.00	\$6	28	\$200.00	\$6	28	\$200.00	\$6
Total Uniform Allowances, Officers	35		\$9	35		\$9	35		\$9

Cash Clothing Replacement Allowance, Enlisted: These funds provide for Active Guard/Reserve (AGR) staffing allowances under the provisions of Section 418 of Title 37, United States Code for the purchase of prescribed clothing authorized by the Secretary of Defense.

	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Male Cash Clothing Replacement Allowance	1,494	\$530.62	\$792	1,480	\$567.48	\$840	1,456	\$579.40	\$844
Female Cash Clothing Replacement Allowance	635	\$541.32	\$343	628	\$582.96	\$366	618	\$595.20	\$368
Total Cash Clothing Replacement Allowance, Enlisted	2,129		\$1,135	2,108		\$1,206	2,074		\$1,212

NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
DEATH GRATUITIES, DISABILITY AND HOSPITALIZATION, AND SERVICEMAN'S GROUP LIFE INSURANCE
(AMOUNTS IN THOUSANDS OF DOLLARS)

Death Gratuities, Disability and Hospitalization Benefits: These funds provide for death gratuity payments to beneficiaries of Air National Guard (ANG) personnel who die of injury received or disease contracted while participating in active or inactive duty training. The FY 2006 National Defense Authorization Act (P.L. 109-163) increased to \$100,000 retroactive to 7 October 2001. Disability and hospitalization benefits consist of basic pay, RPA, BAH, BAS, government's Social Security contributions and Incentive Pay, if authorized. Executive Order 13150, Federal Workforce

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
DEATH GRATUITIES									
OFFICER	2	\$100,000.00	\$200	17	\$100,000.00	\$1,700	14	\$100,000.00	\$1,400
ENLISTED	3	\$100,000.00	\$300	28	\$100,000.00	\$2,800	24	\$100,000.00	\$2,400
TOTAL	5		\$500	45		\$4,500	38		\$3,800
DISABILITY AND HOSPITALIZATION BENEFITS									
OFFICER	15	\$7,000.00	\$105	15	\$7,466.67	\$112	15	\$7,618.51	\$114
ENLISTED	90	\$5,687.50	\$513	89	\$5,953.40	\$532	91	\$6,190.05	\$563
TOTAL	105		\$618	104		\$644	106		\$677

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
BASIC NEEDS ALLOWANCE
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Program: Basic Needs Allowance

Estimate	FY 2026	\$8,537
Estimate	FY 2025	\$8,302
Actual	FY 2024	\$0

PART I – PURPOSE AND SCOPE

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

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

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

Members are not eligible for the allowance:

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

Detailed cost computations are provided by the following table:

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers			\$0			\$2,000			\$2,000
Enlisted			\$0			\$6,302			\$6,537
TOTAL			\$0			\$8,302			\$8,537

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE INCENTIVES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Non-Prior Service Enlistment Bonus: These funds will provide bonus payments to non-prior service enlistees who agree to serve in the Air National Guard (ANG) established critical career fields for a term of six years. The cash bonus is paid in five installments. The first payment is paid upon completion of initial active duty training in the amount of \$3,000. The second and all subsequent installments of \$3,000 are paid to the member on the first, second, third, and fourth anniversary of their six-year incentive contract.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	1,855	\$7,653.37	\$14,197	2,604	\$7,259.98	\$18,905	3,240	\$8,944.44	\$28,980
Anniversary Payments	3,566	\$5,548.51	\$19,786	4,518	\$5,142.76	\$23,235	6,919	\$5,674.09	\$39,259
Subtotal	5,421		\$33,983	7,122		\$42,140	10,159		\$68,239

Prior Service Six-Year Enlistment Bonus: These funds provide bonus payments to prior service members who enlist in an ANG established critical skill career field for a period of six years. For fully qualified accessions the cash bonus is paid in four equal installments of \$5,000. The first payment is paid on the second anniversary and all subsequent payments of \$5,000 are paid to the member on the third, fourth, and fifth anniversary of their six-year contract. For accessions that require career field training, the cash bonus is paid in 3 installments. The first payment of \$7,500 is paid on the third anniversary provided initial active duty for training and all qualifications and requirements for award of the three-skill level are met. A second and third installment of \$3,750 is paid to the member on the fourth and fifth anniversary of their six-year incentive contract.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	149	\$6,751.68	\$1,006	549	\$8,892.53	\$4,882	881	\$10,187.29	\$8,975
Anniversary Payments	211	\$8,682.46	\$1,832	380	\$7,073.68	\$2,688	945	\$7,691.01	\$7,268
Subtotal	360		\$2,838	929		\$7,570	1,826		\$16,243

Reenlistment Six-Year Bonus: These funds provide bonus payments to current members who re-enlist in an ANG established critical skill career field for a period of six years. For fully qualified reenlistments the cash bonus is paid in four equal installments of \$5,000. The first payment is paid on the second anniversary and all subsequent payments of \$5,000 are paid to the member on the third, fourth, and fifth anniversary of their six-year contract. For reenlistments that require career field training, the cash bonus is paid in 3 installments. The first payment of \$7,500 is paid on the third anniversary provided all qualifications and requirements for award of the three-skill level are met. A second and third installment of \$3,750 is paid to the member on the fourth and fifth anniversary of their six-year incentive contract.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	435	\$7,611.49	\$3,311	1,166	\$10,134.65	\$11,817	1,512	\$12,293.65	\$18,588
Anniversary Payments	1,841	\$5,841.93	\$10,755	1,437	\$4,988.17	\$7,168	1,762	\$8,377.98	\$14,762
Subtotal	2,276		\$14,066	2,603		\$18,985	3,274		\$33,350

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE INCENTIVES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Affiliation Six-Year Bonus: These funds provide bonus payments to prior active duty members who are enlisting from an active component or the IRR after serving under honorable conditions in an ANG established critical skill career field for a period of six years. For fully qualified accessions the cash bonus is paid in four equal installments of \$5,000. The first payment is paid on the second anniversary and all subsequent payments of \$5,000 are paid to the member on the third, fourth, and fifth anniversary of their six-year contract. For accessions that require career field training, the cash bonus is paid in 3 installments. The first payment of \$7,500 is paid on the third anniversary provided all qualifications and requirements for award of the three-skill level are met. A second and third installment of \$3,750 is paid to the member on the fourth and fifth anniversary of their six-year incentive contract.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	55	\$7,945.45	\$437	291	\$7,883.16	\$2,294	322	\$10,065.22	\$3,241
Anniversary Payments	272	\$5,275.74	\$1,435	185	\$6,459.46	\$1,195	469	\$6,865.67	\$3,220
Subtotal	327		\$1,872	476		\$3,489	791		\$6,461

Officer Accession Affiliation Bonus: A reserve accession affiliation bonus may be paid to officer personnel who are currently qualified or agree to become qualified in a critical Air Force specialty. The cash bonus is paid in one installment of \$10,000 and the first anniversary provided all qualifications and requirements for award of the three-skill level are met.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	277	\$21,490.97	\$5,953	632	\$10,188.29	\$6,439	1,236	\$10,932.04	\$13,512
Anniversary Payments	0	\$0.00	\$0	0	\$0.00	\$0	632	\$10,188.29	\$6,439
Subtotal	277		\$5,953	632		\$6,439	1,868		\$19,951

Health Professional Cash Bonus: These funds provide incentive payments to Health Professionals who agree to serve in critical Health Profession specialties for a period of three years. The cash bonus is paid in three installments of up to \$75,000. The first installment is paid on the first anniversary provided all qualifications and requirements are met. A second and third installment are paid to the member on the second and third anniversary of their three-year incentive contract.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	53	\$19,509.43	\$1,034	160	\$28,000.00	\$4,480	160	\$28,000.00	\$4,480
Anniversary Payments	200	\$21,080.00	\$4,216	255	\$32,058.82	\$8,175	213	\$30,305.16	\$6,455
Subtotal	253		\$5,250	415		\$12,655	373		\$10,935

Aviator Bonus: The Experienced Aviator Retention Incentive (EARI), authorized in title 37 §334(a), is a force management tool influencing the retention behavior of experienced rated officers through flexible and cost-effective incentives. It offers ANG AGRs and members with qualifying orders incentive pay in exchange for extended service, improving readiness and increase the lethality of the force. Current program attracts and retains officers for up to six years with incentives amounts based on deration of service and rated officer specialty.

	FY 2024			FY 2025			FY 2026		
	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT	NUMBER	RATE	AMOUNT
Initial Payments	530	\$36,249.06	\$19,212	420	\$37,857.14	\$15,900	436	\$37,788.99	\$16,476
Anniversary Payments	613	\$30,249.59	\$18,543	774	\$44,121.45	\$34,150	760	\$43,386.84	\$32,974
Subtotal	1,143		\$37,755	1,194		\$50,050	1,196		\$49,450

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
RESERVE INCENTIVES
(AMOUNTS IN THOUSANDS OF DOLLARS)**

TOTAL RESERVE INCENTIVES

	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers	1,673	\$29,263.60	\$48,958	2,241	\$30,854.08	\$69,144	3,437	\$23,373.87	\$80,336
Enlisted	8,384	\$6,292.82	\$52,759	11,130	\$6,485.53	\$72,184	16,050	\$7,744.11	\$124,293
Subtotal	10,057		\$101,717	13,371		\$141,328	19,487		\$204,629

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

	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Officers			\$565			\$887			\$953
Enlisted			\$1,508			\$1,489			\$1,615
Subtotal			\$2,073			\$2,376			\$2,568

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
REIMBURSABLE REQUIREMENT
(AMOUNTS IN THOUSANDS OF DOLLARS)**

Reimbursable Requirements: Manpower to support Foreign F-16 pilot training at the ANG Replacement Training Unit (RTU) school, Tucson, Arizona. Manpower also supports the National Science Foundation (NSF) Antarctic mission and Gate Keeper mission. The Air National Guard assumed full responsibility for the NSF mission in FY 1998. The reimbursable positions shown are all full-time active reimbursable positions.

	<u>FY 2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
Officer - Base Pay	11,669	16,551	17,438
FICA	893	1,266	1,334
Retired Pay Accrual	3,501	4,403	4,237
Other Pay and Allowances	(119)	950	1,351
Total Officer Program	\$15,944	\$23,170	\$24,360
Enlisted - Base Pay	17,846	23,518	24,781
FICA	1,365	1,799	1,896
Retired Pay Accrual	5,354	6,256	6,022
Other Pay and Allowances	1,180	3,103	3,731
Total Enlisted Program	\$25,746	\$34,676	\$36,430
Total Reimbursable Program	\$41,690	\$57,846	\$60,790

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
ENLISTED INCENTIVE CAREER FIELDS**

	<u>FY 2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
Aerial Gunner	Yes	Yes	Yes
Aeromedical	Yes	Yes	Yes
Aerospace Control and Warning System	Yes	Yes	Yes
Aerospace Control and Warning System Weapons Director	Yes	Yes	Yes
Aerospace Ground Equipment	Yes	Yes	Yes
Aerospace Maintenance	Yes	Yes	Yes
-(A,B,(C-5/C-9/C-12/C-17/C-20/C-21/C-22 C,D)	Yes	Yes	Yes
-(C-26/C-130/C-141/T-39/T-43)	Yes	Yes	Yes
-(C-135/(G,H)C-18/E-3/KC-10/VC-25/V/C-137)	Yes	Yes	Yes
-(E,F) (B-1/B-2/B-52)	Yes	Yes	Yes
Aerospace Physiology	Yes	Yes	Yes
Aerospace Propulsion, Jet Engines	Yes	Yes	Yes
Aerospace propulsion, Turboprop and Turboshift	Yes	Yes	Yes
Air Traffic Control	Yes	Yes	Yes
Air Transportation	Yes	Yes	Yes
Airborne Battle Management	Yes	Yes	Yes
Airborne Battle Management Weapons Director	Yes	Yes	Yes
Airborne Communications Systems	Yes	Yes	Yes
Airborne Mission Systems	Yes	Yes	Yes
Airborne Surveillance Radar System	Yes	Yes	Yes
Aircraft Armament Systems	Yes	Yes	Yes
Aircraft Communications and Navigation Systems	Yes	Yes	Yes
Aircraft Electrical and Environmental Systems	Yes	Yes	Yes
Aircraft Fuel Systems	Yes	Yes	Yes
Aircraft Guidance and Control	Yes	Yes	Yes
Aircraft Hydraulics Systems	Yes	Yes	Yes
Aircraft Loadmaster	Yes	Yes	Yes
Aircraft Metals Technology	Yes	Yes	Yes
Aircraft Structural Maintenance	Yes	Yes	Yes
Aircrew Egress Systems	Yes	Yes	Yes
Aircrew Life Support	Yes	Yes	Yes

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
ENLISTED INCENTIVE CAREER FIELDS**

	<u>FY 2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
Airfield Management	Yes	Yes	Yes
Avionics Sensors Maintenance	Yes	Yes	Yes
Avionics Test Station and Components			
-(F-15)	Yes	Yes	Yes
-(F-16/117/-10/B-1b/C-17)	Yes	Yes	Yes
Bioenvironmental Engineering	Yes	Yes	Yes
Biomedical Equipment	Yes	Yes	Yes
Bomber Avionics Systems			
-Defense Avionics Systems	Yes	Yes	Yes
-Instruments and Flight Control Computers	Yes	Yes	Yes
C.D.E Tactical Aircraft Maintenance			
-(General except F,G,H,Z) F-15/F-16/F-117	Yes	Yes	Yes
Cardiopulmonary Lab	Yes	Yes	Yes
Chaplain Services Support	Yes	Yes	Yes
Combat Control	Yes	Yes	Yes
Command Post	Yes	Yes	Yes
Communications and Antenna Systems	Yes	Yes	Yes
Communications/Computer Systems			
-Control	Yes	Yes	Yes
-Operations	Yes	Yes	Yes
-Planning and Implementation	Yes	Yes	Yes
-Programming	Yes	Yes	Yes
Contracting	Yes	Yes	Yes
Dental Assistant	Yes	Yes	Yes
Dental Laboratory	Yes	Yes	Yes
Diagnostic Imaging	Yes	Yes	Yes
Diagnostic Imaging, Magnetic Resonance	Yes	Yes	Yes
Diagnostic Imaging, Nuclear	Yes	Yes	Yes
Diagnostic Imaging, Ultrasound	Yes	Yes	Yes
Diet Therapy	Yes	Yes	Yes

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
ENLISTED INCENTIVE CAREER FIELDS**

	<u>FY 2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
Electrical Power Products	Yes	Yes	Yes
Electrical Systems	Yes	Yes	Yes
Electronic Computer and Switching Systems	Yes	Yes	Yes
Electronic Signal Intelligence Exploitation	Yes	Yes	Yes
Electronic System Security Assessment	Yes	Yes	Yes
Electronic Warfare Systems	Yes	Yes	Yes
Engineering	Yes	Yes	Yes
Environmental Controls	Yes	Yes	Yes
Explosive Ordnance Disposal	Yes	Yes	Yes
F-15/F-111 Avionics Communications and Navigation Aids	Yes	Yes	Yes
F-15/F-111 Avionics Systems	Yes	Yes	Yes
F-16/F-117/CV-22 Avionics Systems	Yes	Yes	Yes
Far East Crptologic Linguist	Yes	Yes	Yes
Financial Management and Comptroller	Yes	Yes	Yes
Fire Protection	Yes	Yes	Yes
Flight Attendant	Yes	Yes	Yes
Flight Engineer (Helicopter)	Yes	Yes	Yes
Flight Engineer (Performance Qualified)	Yes	Yes	Yes
Fuels	Yes	Yes	Yes
General Purpose Vehicle Maintenance	Yes	Yes	Yes
Ground Radar Systems	Yes	Yes	Yes
Ground Radio Communications	Yes	Yes	Yes
Health Services Management	Yes	Yes	Yes
HVAC and Refrigeration	Yes	Yes	Yes
Helicopter Maintenance	Yes	Yes	Yes
Histopathology	Yes	Yes	Yes
Imagery Analysis	Yes	Yes	Yes
In-Flight Refueling	Yes	Yes	Yes
Information Management	Yes	Yes	Yes
Intelligence Applications	Yes	Yes	Yes
Interpreter/Translator	Yes	Yes	Yes
Liquid Fuel Systems Maintenance	Yes	Yes	Yes
Maintenance Data Systems Analysis	Yes	Yes	Yes
Maintenance Scheduling	Yes	Yes	Yes

NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
ENLISTED INCENTIVE CAREER FIELDS

	<u>FY 2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
Manpower	Yes	Yes	Yes
Medical Laboratory	Yes	Yes	Yes
Medical Service	Yes	Yes	Yes
Medical Service, Allergy/Immunology	Yes	Yes	Yes
Medical Service, Neurology	Yes	Yes	Yes
Mental Health Services	Yes	Yes	Yes
Meteorological and Navigation's Systems	Yes	Yes	Yes
Middle East Crptologic Linguist	Yes	Yes	Yes
Missile and Space Facilities	Yes	Yes	Yes
Missile and Space System Maintenance	Yes	Yes	Yes
Missile and Space System Electrical Maintenance	Yes	Yes	Yes
Munitions Systems	Yes	Yes	Yes
Nondestructive Inspection	Yes	Yes	Yes
Nuclear Weapons	Yes	Yes	Yes
Operations Management	Yes	Yes	Yes
Operations Resource Management	Yes	Yes	Yes
Optometry	Yes	Yes	Yes
Paralegal	Yes	Yes	Yes
Pararescue	Yes	Yes	Yes
Pavements and Construction Equipment	Yes	Yes	Yes
Personnel	Yes	Yes	Yes
Pharmacy	Yes	Yes	Yes
Physical Therapy	Yes	Yes	Yes
Precision Measurement Equipment	Yes	Yes	Yes
Public Affairs	Yes	Yes	Yes
Public Health	Yes	Yes	Yes
Radio and TV Broadcast	Yes	Yes	Yes
Radio Communications System	Yes	Yes	Yes
Readiness	Yes	Yes	Yes
Romance Crptologic Linguist	Yes	Yes	Yes
Satellite and Wide Band Communications Systems	Yes	Yes	Yes
Secure Communications Systems	Yes	Yes	Yes
Security Forces, Combat Arms	Yes	Yes	Yes
Security Forces, Including Dog Handlers	Yes	Yes	Yes

**NATIONAL GUARD PERSONNEL, AIR FORCE
ADMINISTRATION AND SUPPORT
ENLISTED INCENTIVE CAREER FIELDS**

	<u>FY 2024</u>	<u>FY 2025</u>	<u>FY 2026</u>
Services	Yes	Yes	Yes
Signals Intelligence	Yes	Yes	Yes
Signals Intelligence Analysis	Yes	Yes	Yes
Slavic Crptologic Linguist	Yes	Yes	Yes
Space System Operators	Yes	Yes	Yes
Special Investigations	Yes	Yes	Yes
Special Purpose Vehicle and Equipment Maintenance	Yes	Yes	Yes
Special Vehicle Maintenance, Firetruck	Yes	Yes	Yes
Special Vehicle Maintenance, Refuel	Yes	Yes	Yes
Structural	Yes	Yes	Yes
Surgical Service	Yes	Yes	Yes
Surgical Service, Otorhinolaryngology	Yes	Yes	Yes
Survival Equipment	Yes	Yes	Yes
Survival Evasion, Resistance and Escape Training	Yes	Yes	Yes
Tactical Air Command and Control	Yes	Yes	Yes
Tactical Aircraft Maintenance, F-15	Yes	Yes	Yes
Tactical Aircraft Maintenance, F-16/F-117	Yes	Yes	Yes
Technical Applications Specialist	Yes	Yes	Yes
Telephone Systems	Yes	Yes	Yes
Utilities Systems	Yes	Yes	Yes
Vehicle Body Maintenance	Yes	Yes	Yes
Vehicle Maintenance Control and Analysis	Yes	Yes	Yes
Vehicle Operations	Yes	Yes	Yes
Visual Imagery and Instruction Detection	Yes	Yes	Yes
Visual Information	Yes	Yes	Yes
Visual Information Prod Doc	Yes	Yes	Yes
Weather	Yes	Yes	Yes

**NATIONAL GUARD PERSONNEL, AIR FORCE
THRIFT SAVINGS PLAN (TSP)
(IN THOUSANDS OF DOLLARS)**

Estimate	FY 2026	\$22,975
Estimate	FY 2025	\$28,779
Actual	FY 2024	\$21,213

PART I - PURPOSE AND SCOPE

The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 632(2), authorized the Secretary to make contributions to the Thrift Savings Fund, in accordance with section 8432 for the benefit of the member who falls under the new Blended Retirement System (BRS). The government automatically contributes 1% of a service member's basic pay to their Thrift Savings Fund account after 60 days of service or when they opt into the BRS. After two years and one day of service, or on BRS opt-in, the government matches up to 5% of their basic pay. The matching contributions will remain in effect until the service member reaches 26 years of service.

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**NATIONAL GUARD PERSONNEL, AIR FORCE
THRIFT SAVINGS PLAN (TSP)
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2025 Direct Program	\$28,779
Increases:	
Total Increases	\$0
Decreases:	
Pricing Decreases	
Pay Change Dec	(2,212)
Annualization Dec	(828)
Total Pricing Decreases	(3,041)
Program Decreases	
TSP Matching Contribution Payments	(2,763)
Total Program Decreases	(2,763)
Total Decreases	(\$5,804)
FY 2026 Direct Program	\$22,975

**NATIONAL GUARD PERSONNEL, AIR FORCE
THRIFT SAVINGS PLAN (TSP)
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount of matching contributions made by the government is based on the percentage of basic pay the service member chooses to contribute to the Thrift Savings Fund. The government began making both automatic and matching Thrift Savings Plan (TSP) contributions in fiscal year 2018, following the January 1, 2018 implementation date of the BRS.

	FY 2024			FY 2025			FY 2026		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
TSP Matching Contributions									
Officer			\$4,753			\$5,232			\$3,989
Enlisted			\$16,460			\$23,547			\$18,986
Total			\$21,213			\$28,779			\$22,975

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NATIONAL GUARD PERSONNEL, AIR FORCE
EDUCATIONAL BENEFITS
(IN THOUSANDS OF DOLLARS)

Estimate	FY 2026	\$17,387
Estimate	FY 2025	\$15,496
Actual	FY 2024	\$16,130

PART I - PURPOSE AND SCOPE

The program provides funding for payments deposited into the Department of Defense Education Benefits Fund, a trust fund managed and administered by the Department of Veterans Affairs (VA). The program is governed by Title 10 U.S.C., Chapter 106, and is responsible for fully funding educational benefit payments for individuals who are eligible and serving in the Selected Reserve. This program is budgeted on an actuarial basis and funded according to Amortization Amounts calculated by the Department of Defense Board of Actuaries. Payments to eligible individuals are made by the Veterans Administration using funds which have been transferred into to the trust account.

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**NATIONAL GUARD PERSONNEL, AIR FORCE
EDUCATIONAL BENEFITS
SCHEDULE OF INCREASES AND DECREASES
(IN THOUSANDS OF DOLLARS)**

FY 2025 Direct Program **\$15,496**

Increases:

Pricing Increases

Basic Benefits 1,285

Kicker 671

Total Pricing Increases **\$1,956**

Program Increases

Amortization (Chapter 1606) 2,358

Total Program Increases **\$2,358**

Total Increases **\$4,314**

Decreases:

Program Decreases

Basic Benefits (1)

Kicker (2,422)

Total Program Decreases **(\$2,423)**

Total Decreases **(\$2,423)**

FY 2026 Direct Program **\$17,387**

NATIONAL GUARD PERSONNEL, AIR FORCE
EDUCATIONAL BENEFITS
DETAIL OF REQUIREMENTS
(AMOUNTS IN THOUSANDS OF DOLLARS)

Individuals who enlist, re-enlist, or extend their service in the Selected Reserve for a period of at least six years after July 1, 1985, are eligible to receive educational assistance. Those who have received a commission from a military service academy or have completed an ROTC scholarship program are not eligible, nor are those who are already entitled to educational assistance under Chapter 30 of Title 38, United States Code. Eligible individuals must complete initial training and have a high school diploma or equivalent. Cost estimates are actuarially based, considering eligibility, benefit use, and investment interest earned by the Education Benefits Fund.

The Montgomery G.I. Bill (MGIB) is a key recruiting incentive. The Air National Guard anticipates increased competition for top talent and growing demand for education benefits among its current and future enlisted members.

Montgomery G.I. Bill Kicker: This program provides an added incentive to basic MGIB benefits for members assigned to ANG critical AFSCs. All individuals enlisting or re-enlisting in an identified critical AFSC for no less than six years in the Air National Guard after 1 October 1998, are eligible. Those who have received a commission from a service academy or completed an ROTC scholarship program are not eligible. Costs are estimated actuarially, based on eligibility and usage.

The table on the following page displays the estimated eligible population and estimated per capita dollar rate for each fiscal year:

	FY 2024			FY 2025			FY 2026		
	# Eligible	Rate	Amount	# Eligible	Rate	Amount	# Eligible	Rate	Amount
<u>MGIB-SR (CHAPTER 1606)</u>									
BASIC EDUCATIONAL BENEFITS	11,619	\$880	\$10,225	3,164	\$2,432	\$7,695	3,164	\$2,838	\$8,979
CRITICAL SKILL BENEFITS (\$350 Kicker)	2,693	\$2,193	\$5,905	1,900	\$3,131	\$5,948	1,126	\$3,727	\$4,197
CHAPTER 1606 AMORTIZATION			\$0			\$1,853			\$4,211
TOTAL EDUCATIONAL BENEFITS	14,312		\$16,130	5,064		\$15,496	4,290		\$17,387

SPECIAL ANALYSIS

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**NATIONAL GUARD PERSONNEL, AIR FORCE
NON-PRIOR SERVICE ENLISTMENT BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	3,566	\$19,787	2,979	\$19,044	2,777	\$16,151
Accelerated Payments						
FY2024						
FY2024 Initial and Subsequent	1,855	\$14,197				
FY2024 Anniversary Payments			1,539	\$4,191	1,538	\$4,203
FY2025						
FY2025 Initial and Subsequent			2,604	\$18,905		
FY2025 Anniversary Payments					2,604	\$18,905
FY2026						
FY2026 Initial and Subsequent					3,240	\$28,980
FY2026 Anniversary Payments						
FY2027						
FY2027 Initial and Subsequent						
FY2027 Anniversary Payments						
FY2028						
FY2028 Initial and Subsequent						
FY2028 Anniversary Payments						
FY2029						
FY2029 Initial and Subsequent						
FY2029 Anniversary Payments						
FY2030						
FY2030 Initial and Subsequent						
FY2030 Anniversary Payments						
Total						
Total Initial and Subsequent	1,855	\$14,197	2,604	\$18,905	3,240	\$28,980
Total Anniversary Payment	3,566	\$19,787	4,518	\$23,235	6,919	\$39,259
Total	5,421	\$33,984	7,122	\$42,140	10,159	\$68,239

**NATIONAL GUARD PERSONNEL, AIR FORCE
PRIOR SERVICE SIX-YEAR ENLISTMENT BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	211	\$1,832	380	\$2,688	396	\$2,386
Accelerated Payments						
FY2024						
FY2024 Initial and Subsequent	149	\$1,006	67	\$305	161	\$1,115
FY2024 Anniversary Payments					67	\$305
FY2025						
FY2025 Initial and Subsequent			482	\$4,577		
FY2025 Anniversary Payments					482	\$4,577
FY2026						
FY2026 Initial and Subsequent					720	\$7,860
FY2026 Anniversary Payments						
FY2027						
FY2027 Initial and Subsequent						
FY2027 Anniversary Payments						
FY2028						
FY2028 Initial and Subsequent						
FY2028 Anniversary Payments						
FY2029						
FY2029 Initial and Subsequent						
FY2029 Anniversary Payments						
FY2030						
FY2030 Initial and Subsequent						
FY2030 Anniversary Payments						
Total						
Total Initial and Subsequent	149	\$1,006	549	\$4,882	881	\$8,975
Total Anniversary Payment	211	\$1,832	380	\$2,688	945	\$7,268
Total	360	\$2,838	929	\$7,570	1,826	\$16,243

**NATIONAL GUARD PERSONNEL, AIR FORCE
REENLISTMENT SIX-YEAR BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	1,841	\$10,755	1,437	\$7,168	596	\$2,945
Accelerated Payments						
FY2024						
FY2024 Initial and Subsequent	435	\$3,311	1,166	\$11,817		
FY2024 Anniversary Payments					1,166	\$11,817
FY2025						
FY2025 Initial and Subsequent					1,512	\$18,588
FY2025 Anniversary Payments						
FY2026						
FY2026 Initial and Subsequent						
FY2026 Anniversary Payments						
FY2027						
FY2027 Initial and Subsequent						
FY2027 Anniversary Payments						
FY2028						
FY2028 Initial and Subsequent						
FY2028 Anniversary Payments						
FY2029						
FY2029 Initial and Subsequent						
FY2029 Anniversary Payments						
FY2030						
FY2030 Initial and Subsequent						
FY2030 Anniversary Payments						
Total						
Total Initial and Subsequent	435	\$3,311	1,166	\$11,817	1,512	\$18,588
Total Anniversary Payment	1,841	\$10,755	1,437	\$7,168	1,762	\$14,762
Total	2,276	\$14,066	2,603	\$18,985	3,274	\$33,350

**NATIONAL GUARD PERSONNEL, AIR FORCE
AFFILIATION SIX-YEAR BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	272	\$1,435	185	\$1,195	178	\$926
Accelerated Payments						
FY2024						
FY2024 Initial and Subsequent	55	\$437	64	\$295	58	\$385
FY2024 Anniversary Payments					64	\$295
FY2025						
FY2025 Initial and Subsequent			227	\$1,999		
FY2025 Anniversary Payments					227	\$1,999
FY2026						
FY2026 Initial and Subsequent					264	\$2,856
FY2026 Anniversary Payments						
FY2027						
FY2027 Initial and Subsequent						
FY2027 Anniversary Payments						
FY2028						
FY2028 Initial and Subsequent						
FY2028 Anniversary Payments						
FY2029						
FY2029 Initial and Subsequent						
FY2029 Anniversary Payments						
FY2030						
FY2030 Initial and Subsequent						
FY2030 Anniversary Payments						
Total						
Total Initial and Subsequent	55	\$437	291	\$2,294	322	\$3,241
Total Anniversary Payment	272	\$1,435	185	\$1,195	469	\$3,220
Total	327	\$1,872	476	\$3,489	791	\$6,461

**NATIONAL GUARD PERSONNEL, AIR FORCE
OFFICER ACCESSION AFFILIATION BONUS
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations						
Accelerated Payments						
FY2024						
FY2024 Initial and Subsequent	277	\$5,953				
FY2024 Anniversary Payments						
FY2025						
FY2025 Initial and Subsequent			632	\$6,439		
FY2025 Anniversary Payments					632	\$6,439
FY2026						
FY2026 Initial and Subsequent					1,236	\$13,512
FY2026 Anniversary Payments						
FY2027						
FY2027 Initial and Subsequent						
FY2027 Anniversary Payments						
FY2028						
FY2028 Initial and Subsequent						
FY2028 Anniversary Payments						
FY2029						
FY2029 Initial and Subsequent						
FY2029 Anniversary Payments						
FY2030						
FY2030 Initial and Subsequent						
FY2030 Anniversary Payments						
Total						
Total Initial and Subsequent	277	\$5,953	632	\$6,439	1,236	\$13,512
Total Anniversary Payment					632	\$6,439
Total	277	\$5,953	632	\$6,439	1,868	\$19,951

**NATIONAL GUARD PERSONNEL, AIR FORCE
HEALTH PROFESSIONAL CASH BONUS (\$45K)
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	200	\$4,216	202	\$6,050		
Accelerated Payments						
FY2024						
FY2024 Initial and Subsequent	53	\$1,034				
FY2024 Anniversary Payments			53	\$2,125	53	\$1,975
FY2025						
FY2025 Initial and Subsequent			160	\$4,480		
FY2025 Anniversary Payments					160	\$4,480
FY2026						
FY2026 Initial and Subsequent					160	\$4,480
FY2026 Anniversary Payments						
FY2027						
FY2027 Initial and Subsequent						
FY2027 Anniversary Payments						
FY2028						
FY2028 Initial and Subsequent						
FY2028 Anniversary Payments						
FY2029						
FY2029 Initial and Subsequent						
FY2029 Anniversary Payments						
FY2030						
FY2030 Initial and Subsequent						
FY2030 Anniversary Payments						
Total						
Total Initial and Subsequent	53	\$1,034	160	\$4,480	160	\$4,480
Total Anniversary Payment	200	\$4,216	255	\$8,175	213	\$6,455
Total	253	\$5,250	415	\$12,655	373	\$10,935

**NATIONAL GUARD PERSONNEL, AIR FORCE
AVIATION RETENTION INCENTIVE
(AMOUNTS IN THOUSANDS OF DOLLARS)**

	FY 2024		FY 2025		FY 2026	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	613	\$18,543	574	\$25,350	349	\$14,974
Accelerated Payments						
FY2024						
FY2024 Initial and Subsequent	530	\$19,212				
FY2024 Anniversary Payments			200	\$8,800	160	\$7,601
FY2025						
FY2025 Initial and Subsequent			420	\$15,900		
FY2025 Anniversary Payments					251	\$10,399
FY2026						
FY2026 Initial and Subsequent					436	\$16,476
FY2026 Anniversary Payments						
FY2027						
FY2027 Initial and Subsequent						
FY2027 Anniversary Payments						
FY2028						
FY2028 Initial and Subsequent						
FY2028 Anniversary Payments						
FY2029						
FY2029 Initial and Subsequent						
FY2029 Anniversary Payments						
FY2030						
FY2030 Initial and Subsequent						
FY2030 Anniversary Payments						
Total						
Total Initial and Subsequent	530	\$19,212	420	\$15,900	436	\$16,476
Total Anniversary Payment	613	\$18,543	774	\$34,150	760	\$32,974
Total	1,143	\$37,755	1,194	\$50,050	1,196	\$49,450

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	<u>FY 2024</u> MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	0	659	659	0	0	0	659
SUBTOTAL	0	659	659	0	0	0	659
UNITS:							
UNITS	0	0	0	12,036	0	0	12,036
RC UNIQUE MGMT HQS	9	0	9	14,162	0	0	14,171
UNIT SPT- RC	3,267	19,260	22,527	0	0	0	22,527
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,276	19,260	22,536	26,198	0	0	48,734
TRAINING:							
RC NON-UNIT INST	52	53	105	0	0	0	105
RC SCHOOLS	17	17	34	0	0	0	34
ROTC	0	0	0	0	0	0	0
SUBTOTAL	69	70	139	0	0	0	139
HEADQUARTERS:							
SERVICE HQS	0	0	0	0	0	0	0
AC HQS	6	5	11	0	0	0	11
AC INSTAL/ACTIVITIES	93	59	152	0	0	0	152
RC CHIEFS STAFF	37	4	41	0	0	0	41
OTHERS	293	416	709	0	0	0	709
SUBTOTAL	429	484	913	0	0	0	913
OTHERS	61	755	816	0	39	664	1,519
TOTAL	3,835	21,228	25,063	26,198	39	664	51,964

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	<u>FY 2025</u> MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	4	694	698	0	0	0	698
SUBTOTAL	4	694	698	0	0	0	698
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	11	0	11	10,760	0	0	10,771
UNIT SPT- RC	3,450	19,568	23,018	10,801	0	0	33,819
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,461	19,568	23,029	21,561	0	0	44,590
TRAINING:							
RC NON-UNIT INST	18	38	56	0	0	0	56
RC SCHOOLS	6	13	19	0	0	0	19
ROTC	0	0	0	0	0	0	0
SUBTOTAL	24	51	75	0	0	0	75
HEADQUARTERS:							
SERVICE HQS	1	0	1	0	0	0	1
AC HQS	12	5	17	0	0	0	17
AC INSTAL/ACTIVITIES	47	29	76	0	0	0	76
RC CHIEFS STAFF	62	2	64	0	0	0	64
OTHERS	293	416	709	0	0	0	709
SUBTOTAL	415	452	867	0	0	0	867
OTHERS	115	952	1,067	0	26	5,127	6,220
TOTAL	4,019	21,717	25,736	21,561	26	5,127	52,450

**NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (END STRENGTH)**

	AGR/TAR OFFICERS	AGR/TAR ENLISTED	AGR/TAR TOTAL	<u>FY 2026</u> MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	0	0	0	0	0	0	0
RECRUITING RETENTION	4	694	698	0	0	0	698
SUBTOTAL	4	694	698	0	0	0	698
UNITS:							
UNITS	0	0	0	0	0	0	0
RC UNIQUE MGMT HQS	11	0	11	9,830	0	0	9,841
UNIT SPT- RC	3,395	19,058	22,453	10,879	0	0	33,332
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	3,406	19,058	22,464	20,709	0	0	43,173
TRAINING:							
RC NON-UNIT INST	18	38	56	0	0	0	56
RC SCHOOLS	6	13	19	0	0	0	19
ROTC	0	0	0	0	0	0	0
SUBTOTAL	24	51	75	0	0	0	75
HEADQUARTERS:							
SERVICE HQS	1	0	1	0	0	0	1
AC HQS	12	5	17	0	0	0	17
AC INSTAL/ACTIVITIES	47	29	76	0	0	0	76
RC CHIEFS STAFF	62	2	64	0	0	0	64
OTHERS	293	416	709	0	0	0	709
SUBTOTAL	415	452	867	0	0	0	867
OTHERS	115	952	1,067	0	26	4,622	5,715
TOTAL	3,964	21,207	25,171	20,709	26	4,622	50,528

NATIONAL GUARD PERSONNEL, AIR FORCE
FULL TIME SUPPORT PERSONNEL (AVIATION BONUS - BUSINESS CASE ANALYSIS)

PART I - PURPOSE AND SCOPE

The FY 2017 NDAA (Public Law 114-328) requires the Secretary concerned to include a business case analysis in the budget justification documents, detailing the funds needed to address manning shortages by aircraft type.

PART II - JUSTIFICATION OF FUNDS REQUESTED

The Experienced Aviator Retention Incentive (EARI) is a force management tool that uses incentives to retain experienced rated officers, as authorized by Title 37 §334a. The EARI program offers incentive pay to eligible ANG members in exchange for extended service, enhancing readiness and force lethality. The program retains officers for up to 6 years, with incentives based on service time and rated officer specialty.

<u>Aircraft Type category:</u>	Aircraft Personnel Manning Levels		
	FY 2024	FY 2025	FY 2026
Fighter	78.7%	78.7%	77.5%
Bomber	77.8%	74.1%	77.8%
Mobility	84.7%	84.7%	85.6%
Special Ops	70.9%	69.8%	69.8%
C2ISR	89.4%	89.4%	89.4%
Rescue	96.7%	95.0%	93.3%
RPA	84.9%	86.9%	86.9%
Total	85.0%	85.0%	85.0%

<u>Aircraft Type category:</u>	FY 2024			FY 2025			FY 2026		
	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT	STRENGTH	RATE	AMOUNT
Fighter	331	\$34,625	\$11,461	283	\$41,926	\$11,865	283	\$41,424	\$11,723
Bomber	16	\$31,313	\$501	19	\$42,263	\$803	20	\$39,700	\$794
Mobility	415	\$34,463	\$14,302	389	\$41,956	\$16,321	390	\$41,344	\$16,124
Special Ops	57	\$30,439	\$1,735	46	\$41,891	\$1,927	46	\$41,435	\$1,906
C2ISR	40	\$27,550	\$1,102	231	\$41,762	\$9,647	230	\$41,435	\$9,530
Rescue	41	\$32,439	\$1,330	46	\$41,935	\$1,929	46	\$41,435	\$1,906
RPA	243	\$30,140	\$7,324	180	\$41,989	\$7,558	181	\$41,254	\$7,467
Total	1,143		\$37,755	1,194		\$50,050	1,196		\$49,450