

**DEPARTMENT OF THE  
AIR FORCE**

**Fiscal Year (FY) 2026 Budget Estimates**



**MILITARY PERSONNEL, SPACE FORCE  
JUNE 2025**

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

Jun 2025

Military Personnel, Space Force

			FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2026	FY 2026
		Sec	Actuals	Enacted	Supplemental	Total	Disc Request	Reconciliation Request	Total
<b><u>Budget Activity 01: Pay and Allowances of Officers</u></b>									
3510F	005 Basic Pay	U	438,286	468,524		468,524	527,838		527,838
3510F	010 Retired Pay Accrual	U	130,715	124,218		124,218	127,920		127,920
3510F	011 Thrift Savings Plan Matching Contributions	U	6,864	6,409		6,409	7,615		7,615
3510F	025 Basic Allowance for Housing	U	139,555	113,880		113,880	129,692		129,692
3510F	030 Basic Allowance for Subsistence	U	17,438	18,291		18,291	19,568		19,568
3510F	035 Incentive Pays	U	77	88		88	88		88
3510F	040 Special Pays	U	2,708	1,837		1,837	1,690		1,690
3510F	045 Allowances	U	3,056	3,124		3,124	9,046		9,046
3510F	050 Separation Pay	U	2,353	3,208		3,208	2,498		2,498
3510F	055 Social Security Tax	U	33,469	35,788		35,788	40,317		40,317
<b>Total Budget Activity 01</b>			<b>774,521</b>	<b>775,367</b>		<b>775,367</b>	<b>866,272</b>		<b>866,272</b>
<b><u>Budget Activity 02: Pay and Allowances of Enlisted</u></b>									
3510F	060 Basic Pay	U	215,370	252,427		252,427	282,012		282,012
3510F	065 Retired Pay Accrual	U	64,055	65,087		65,087	68,378		68,378
3510F	066 Thrift Savings Plan Matching Contributions	U	3,666	3,134		3,134	4,585		4,585
3510F	080 Basic Allowance for Housing	U	97,921	83,682		83,682	98,746		98,746
3510F	085 Incentive Pays	U	16	7		7	16		16
3510F	090 Special Pays	U	14,313	28,778		28,778	48,641		48,641
3510F	095 Allowances	U	5,625	9,229		9,229	10,091	3,594	13,685

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

Jun 2025

**Military Personnel, Space Force**

			FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2026	FY 2026
		Sec	Actuals	Enacted	Supplemental	Total	Disc Request	Reconciliation Request	Total
3510F	100 Separation Pay	U	1,300	2,645		2,645	1,970		1,970
3510F	105 Social Security Tax	U	16,472	18,898		18,898	21,575		21,575
3510F	115 Basic Allowance for Subsistence	U					30,023		30,023
	<b>Total Budget Activity 02</b>		<b>418,738</b>	<b>463,887</b>		<b>463,887</b>	<b>566,037</b>	<b>3,594</b>	<b>569,631</b>

**Budget Activity 04: Subsistence of Enlisted Personnel**

3510F	115 Basic Allowance for Subsistence	U	24,946	27,791		27,791			
	<b>Total Budget Activity 04</b>		<b>24,946</b>	<b>27,791</b>		<b>27,791</b>			

**Budget Activity 05: Permanent Change of Station Travel**

3510F	125 Accession Travel	U	5,219	4,397		4,397	4,593		4,593
3510F	130 Training Travel	U	6,270	5,699		5,699	10,957		10,957
3510F	135 Operational Travel	U	17,010	17,573		17,573	24,535		24,535
3510F	140 Rotational Travel	U	9,078	6,245		6,245	11,411		11,411
3510F	145 Separation Travel	U	5,650	5,194		5,194	5,974		5,974
3510F	150 Travel of Organized Units	U	244	141		141	773		773
3510F	155 Non-Temporary Storage	U	106	1,329		1,329	1,735		1,735
3510F	160 Temporary Lodging Expense	U	1,303	2,371		2,371	1,728	4,635	6,363
	<b>Total Budget Activity 05</b>		<b>44,880</b>	<b>42,949</b>		<b>42,949</b>	<b>61,706</b>	<b>4,635</b>	<b>66,341</b>

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

Jun 2025

Military Personnel, Space Force

			FY 2024	FY 2025	FY 2025	FY 2025	FY 2026	FY 2026	FY 2026
			Actuals	Enacted	Supplemental	Total	Disc Request	Reconciliation Request	Total
		Sec							
<u>Budget Activity 06: Other Military Personnel Costs</u>									
3510F	180 Death Gratuities	U	300	300		300	300		300
3510F	185 Unemployment Benefits	U	646	638		638	759		759
3510F	200 Adoption Expenses	U	17	17		17	17		17
3510F	210 Transportation Subsidy	U	765	858		858	937		937
3510F	215 Partial Dislocation Allowance	U	713	784		784	824		824
3510F	216 SGLI Extra Hazard Payments	U	39	56		56	56		56
<b>Total Budget Activity 06</b>			<b>2,480</b>	<b>2,653</b>		<b>2,653</b>	<b>2,893</b>		<b>2,893</b>
<b>Total Military Personnel, Space Force</b>			<b>1,265,565</b>	<b>1,312,647</b>		<b>1,312,647</b>	<b>1,496,908</b>	<b>8,229</b>	<b>1,505,137</b>
<b>Less Reimbursables</b>			<b>300</b>	<b>300</b>		<b>300</b>	<b>300</b>		<b>300</b>
<b>Total Direct - Military Personnel, Space Force</b>			<b>1,265,265</b>	<b>1,312,347</b>		<b>1,312,347</b>	<b>1,496,608</b>	<b>8,229</b>	<b>1,504,837</b>
<u>Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts</u>									
1010F	300 Space Force	U	58,016	67,063		67,063	80,543		80,543
<b>Total Active Air Force Military Personnel Costs</b>			<b>1,323,281</b>	<b>1,379,410</b>		<b>1,379,410</b>	<b>1,577,151</b>	<b>8,229</b>	<b>1,585,380</b>

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

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

	<b>FY 2024 Actuals</b>	<b>FY 2025 Enactments</b>	<b>FY 2026 Estimate /1</b>
<b><u>Direct Program</u></b>			
Pay and Allowances of Officers	772,061	775,067	865,972
Pay and Allowances of Enlisted Personnel	417,162	463,887	566,037
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	24,522	27,791	0
Permanent Change of Station Travel	44,880	42,949	61,706
Other Military Personnel Costs	2,448	2,653	2,893
<b>TOTAL DIRECT PROGRAM</b>	<b>1,261,073</b>	<b>1,312,347</b>	<b>1,496,608</b>
<b><u>Reimbursable Program</u></b>			
Pay and Allowances of Officers	300	300	300
Pay and Allowances of Enlisted Personnel	-	-	-
Subsistence of Enlisted Personnel	-	-	-
Permanent Change of Station Travel	-	-	-
<b>TOTAL REIMBURSABLE PROGRAM</b>	<b>300</b>	<b>300</b>	<b>300</b>
<b><u>Total Baseline Program</u></b>			
Pay and Allowances of Officers	772,361	775,367	866,272
Pay and Allowances of Enlisted Personnel	417,162	463,887	566,037
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	24,522	27,791	0
Permanent Change of Station Travel	44,880	42,949	61,706
Other Military Personnel Costs	2,448	2,653	2,893
<b>TOTAL BASELINE PROGRAM FUNDING</b>	<b>1,261,373</b>	<b>1,312,647</b>	<b>1,496,908</b>
<b><u>Ukraine Security Supplemental Appropriations Act, 2024 (P.L. 118-50, Division B)</u></b>			
Pay and Allowances of Officers	2,160	-	-
Pay and Allowances of Enlisted	1,576	-	-
Pay and Allowances of Cadets	-	-	-
Subsistence of Enlisted Personnel	424	-	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Programs	32	-	-
<b>TOTAL UKRAINE EXPENSES</b>	<b>4,192</b>	<b>-</b>	<b>-</b>

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

	<b>FY 2024 Actuals</b>	<b>FY 2025 Enactments</b>	<b>FY 2026 Estimate /1</b>
<b><u>Total Program</u></b>			
Pay and Allowances of Officers	774,521	775,367	866,272
Pay and Allowances of Enlisted	418,738	463,887	566,037
Pay and Allowances of Cadets	0	0	0
Subsistence of Enlisted Personnel	24,946	27,791	0
Permanent Change of Station Travel	44,880	42,949	61,706
Other Military Personnel Programs	2,480	2,653	2,893
<b>TOTAL PROGRAM</b>	<b>1,265,565</b>	<b>1,312,647</b>	<b>1,496,908</b>
 Medicare-Eligible Retiree HFC., (SF)	 58,016	 67,063	 80,543
 <b>TOTAL MILPERS PROGRAM COST</b>	 <b>1,319,389</b>	 <b>1,379,710</b>	 <b>1,577,451</b>
 <b><u>Memo Entry: Other Combatant Commands (COCOM) Support /2</u></b>			
Pay and Allowances of Officers	3,690	9,241	1,988
Pay and Allowances of Enlisted Personnel	2,789	15,970	2,314
Subsistence of Enlisted Personnel	168	957	-
Permanent Change of Station Travel	-	-	-
Other Military Personnel Costs	13	220	8
<b>TOTAL OTHER COCOM SUPPORT</b>	<b>6,660</b>	<b>26,388</b>	<b>4,310</b>

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

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

The FY 2026 request for Military Personnel, Space Force includes \$1,496,608 thousand of discretionary and \$8,229 thousand of mandatory (reconciliation) for a total of \$1,504,837 thousand. Discretionary amounts reflect the Department's request for resources enacted through the FY2026 Appropriation process. Mandatory (reconciliation) amounts reflect the DOD's request for resources enacted through the Reconciliation process. The mandatory funds authorize supplemental payments to military personnel to secure suitable housing in areas with a high cost of living and to provide an additional seven days of Temporary Lodging Expense (TLE) (from 14 to 21 days). Further information for this reconciliation request is provided in Reconciliation Exhibit Section 20001: Quality of Life. FY2026 funding for homeland territorial integrity and security is included in Reconciliation Exhibit Section 20011: Homeland Border Securities Initiatives.

## **SECTION 2**

### **INTRODUCTORY STATEMENT**

The Fiscal Year 2020 National Defense Authorization Act (FY 2020 NDAA), enacted on December 20, 2019, established the U.S. Space Force as a separate branch of the Armed Forces within the Department of the Air Force. The U.S. Space Force organizes, trains, and equips military space forces of the United States to provide: freedom of operation in, from, and to the space domain; and prompt and sustained space operations. The U.S. Space Force includes both combat and space-focused combat-support functions to enable prompt and sustained offensive and defensive space operations and joint operations in all domains.



The ability to deliver space capabilities that ensure unimpeded freedom of operation for the Joint Force is enabled by a dedicated, highly capable, properly trained, and educated workforce. Like every other domain of warfare, the U.S. Space Force is developing Guardians that both explore new concepts for warfare and adapt existing models from other warfighting domains. The U.S. Space Force will invest in developing space power doctrine; space education and training; space concepts of operations; space tactics, techniques, procedures; space intelligence; and space personnel management.

The FY 2026 Space Force Military Personnel (MILPERS) budget request reflects 10,400 End Strength (E/S) to support U.S. Space Force (USSF) and Chief of Space Operations (CSO) requirements priorities and the Personnel Management Act.

The end strength and work year estimates reflect monthly gain and loss patterns.

### **FISCAL YEARS 2024, 2025 and 2026**

#### **Funding Levels**

The FY 2024 actuals of \$1,319.4 million includes \$0.3 million in reimbursements and \$6.7 million of Other COCOM Support Costs.

The FY 2025 budget estimate is \$1,379.7 million to include \$0.3 million in anticipated reimbursements and \$26.4 million of Other COCOM Support Costs.

The FY 2026 budget estimate is \$1,577.5 million to include \$0.3 million in anticipated reimbursements and \$4.3 million of Other COCOM Support Costs.

#### **Baseline Budget Rates**

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

#### **Medicare-Eligible Retiree Health Care Fund**

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

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

**President's Management Plan – Performance Metrics**

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

**Performance Measures and Evaluation Summary**

**Activity:** Active Military Personnel

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

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

**PERFORMANCE MEASURES:**

	<u>FY 2024 Actual</u>	<u>FY 2025 Planned</u>	<u>FY 2026 Planned</u>
<b>Average Strength</b>	9,404	10,086	10,627
<b>End Strength</b>	9,446	10,074	10,400
<b>Authorized End Strength</b>	9,400	9,800	

The FY 2026 requirement includes 330 average strength in support of Other COCOM Support.

**DAF Recruiting**

	<u>FY 2024 Executed</u>	<u>FY 2025 Planned</u>	<u>FY 2026 Planned</u>
1. Numeric goals	698	796	730
Actual	716		
2. Quality goals			
a. High School Degree Graduate (HSDG)			
Benchmark	98.00%	98.00%	98.00%
Actual	98.39%		
b. Cat I–IIIa*			
Goal	82.50%	82.50%	82.50%
Actual	82.19%		

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

Exhibit PB-30Y

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**SECTION 3**  
**SUMMARY TABLES**

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

	<b>FY 2024 Actual</b>		<b>FY 2025 Estimate</b>		<b>FY 2026 Estimate</b>	
	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>	<b><u>Work Years</u></b>	<b><u>End Strengths</u></b>
<b><u>DIRECT BASELINE PROGRAM</u></b>						
Officers	4,473	4,573	4,607	4,671	4,785	4,842
Enlisted	4,669	4,872	5,100	5,402	5,511	5,557
<b>Total Direct Program</b>	9,142	9,445	9,707	10,073	10,296	10,399
<b><u>REIMBURSABLE PROGRAM</u></b>						
Officers	1	1	1	1	1	1
Enlisted	0	0	0	0	0	0
<b>Total Reimbursable Program</b>	1	1	1	1	1	1
<b><u>ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS)</u></b>						
Officers	70	0	127	0	131	0
Enlisted	49	0	88	0	60	0
<b>Total ADOS</b>	119	0	215	0	191	0
<b><u>12304b PREPLANNED SUPPORT</u></b>						
Officers	22	0	27	0	30	0
Enlisted	69	0	73	0	77	0
<b>Total 12304b Preplanned Support</b>	91	0	100	0	107	0
<b><u>TOTAL BASELINE PROGRAM</u></b>						
Officers	4,566	4,574	4,762	4,672	4,947	4,843
Enlisted	4,787	4,872	5,261	5,402	5,648	5,557
<b>Total Program</b>	9,353	9,446	10,023	10,074	10,595	10,400
<b><u>OTHER COCOM SUPPORT</u></b>						
Officers	20	0	26	0	10	0
Enlisted	31	0	37	0	22	0
<b>Total Other COCOM Support</b>	51	0	63	0	32	0
<b><u>REVISED TOTAL PROGRAM</u></b>						
Officers	4,586	4,574	4,788	4,672	4,957	4,843
Enlisted	4,818	4,872	5,298	5,402	5,670	5,557
<b>Revised Total Program</b>	9,404	9,446	10,086	10,074	10,627	10,400



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

	<b>FY 2024 Actual</b>		<b>FY 2025 Estimate</b>		<b>FY 2026 Estimate</b>	
	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>
<b><u>Commissioned Officers</u></b>						
O-10 General	3	0	4	0	4	0
O-9 Lieutenant General	5	0	4	0	4	0
O-8 Major General	10	0	10	0	10	0
O-7 Brigadier General	10	0	11	0	11	0
O-6 Colonel	236	0	253	0	270	0
O-5 Lieutenant Colonel	755	0	796	0	830	0
O-4 Major	1,138	0	1,153	0	1,211	0
O-3 Captain	1,257	1	1,287	1	1,282	1
O-2 1st Lieutenant	585	0	570	0	622	0
O-1 2nd Lieutenant	575	0	584	0	599	0
<b>Officer Subtotal</b>	<b>4,574</b>	<b>1</b>	<b>4,672</b>	<b>1</b>	<b>4,843</b>	<b>1</b>
 <b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	51	0	67	0	66	0
E-8 Senior Master Sergeant	134	0	154	0	149	0
E-7 Master Sergeant	625	0	682	0	649	0
E-6 Technical Sergeant	857	0	1,061	0	1,081	0
E-5 Sergeant	1,056	0	1,062	0	1,274	0
E-4 Specialist 4	786	0	786	0	765	0
E-3 Specialist 3	988	0	1,216	0	1,203	0
E-2 Specialist 2	199	0	207	0	178	0
E-1 Specialist 1	176	0	167	0	192	0
<b>Enlisted Subtotal</b>	<b>4,872</b>	<b>0</b>	<b>5,402</b>	<b>0</b>	<b>5,557</b>	<b>0</b>
 <b>TOTAL END STRENGTH</b>	 <b>9,446</b>	 <b>1</b>	 <b>10,074</b>	 <b>1</b>	 <b>10,400</b>	 <b>1</b>

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

	<b>FY 2024 Actual</b>		<b>FY 2025 Estimate</b>		<b>FY 2026 Estimate</b>	
	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>	<b>Total</b>	<b>Reimb Included</b>
<b><u>Commissioned Officers</u></b>						
O-10 General	3	0	3	0	4	0
O-9 Lieutenant General	5	0	5	0	4	0
O-8 Major General	8	0	10	0	10	0
O-7 Brigadier General	11	0	10	0	11	0
O-6 Colonel	245	0	269	0	290	0
O-5 Lieutenant Colonel	749	0	814	0	876	0
O-4 Major	1,184	0	1,202	0	1,246	0
O-3 Captain	1,292	1	1,282	1	1,310	1
O-2 1st Lieutenant	551	0	588	0	586	0
O-1 2nd Lieutenant	538	0	605	0	620	0
<b>Officer Subtotal</b>	<b>4,586</b>	<b>1</b>	<b>4,788</b>	<b>1</b>	<b>4,957</b>	<b>1</b>
 <b><u>Enlisted Personnel</u></b>						
E-9 Chief Master Sergeant	51	0	60	0	68	0
E-8 Senior Master Sergeant	143	0	153	0	161	0
E-7 Master Sergeant	644	0	681	0	704	0
E-6 Technical Sergeant	860	0	989	0	1,110	0
E-5 Sergeant	1,098	0	1,080	0	1,225	0
E-4 Specialist 4	725	0	805	0	799	0
E-3 Specialist 3	979	0	1,153	0	1,252	0
E-2 Specialist 2	159	0	207	0	185	0
E-1 Specialist 1	159	0	170	0	166	0
<b>Enlisted Subtotal</b>	<b>4,818</b>	<b>0</b>	<b>5,298</b>	<b>0</b>	<b>5,670</b>	<b>0</b>
 <b>TOTAL WORKYEARS</b>	 <b>9,404</b>	 <b>1</b>	 <b>10,086</b>	 <b>1</b>	 <b>10,627</b>	 <b>1</b>

**ACTIVE DUTY STRENGTHS BY MONTHS**

Monthly End Strengths /1	FY 2024 Actual				FY 2025 Projected				FY 2026 Requested 2/			
	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total	Officers	Enlisted	Cadets	Total
September	4,428	4,513	0	8,941	4,574	4,872	0	9,446	4,672	5,402	0	10,074
October	4,413	4,443	0	8,856	4,564	4,845	0	9,409	4,697	5,401	0	10,098
November	4,417	4,534	0	8,951	4,573	4,954	0	9,527	4,731	5,463	0	10,194
December	4,425	4,523	0	8,948	4,596	4,928	0	9,524	4,775	5,460	0	10,235
January	4,421	4,606	0	9,027	4,596	5,029	0	9,625	4,791	5,494	0	10,285
February	4,439	4,577	0	9,016	4,581	5,007	0	9,588	4,781	5,454	0	10,235
March	4,441	4,675	0	9,116	4,567	5,104	0	9,671	4,771	5,487	0	10,258
April	4,456	4,644	0	9,100	4,567	5,078	0	9,645	4,761	5,447	0	10,208
May	4,528	4,765	0	9,293	4,588	5,172	0	9,760	4,745	5,524	0	10,269
June	4,527	4,844	0	9,371	4,675	5,246	0	9,921	4,876	5,634	0	10,510
July	4,578	4,826	0	9,404	4,683	5,243	0	9,926	4,887	5,612	0	10,499
August	4,543	4,898	0	9,441	4,682	5,457	0	10,139	4,859	5,679	0	10,538
September	4,574	4,872	0	9,446	4,672	5,402	0	10,074	4,843	5,557	0	10,400
<b>Average Strength</b>	<b>4,474</b>	<b>4,669</b>	<b>0</b>	<b>9,143</b>	<b>4,608</b>	<b>5,100</b>	<b>0</b>	<b>9,708</b>	<b>4,786</b>	<b>5,511</b>	<b>0</b>	<b>10,297</b>

Summary of Average Strength & Pay and Allowances ADOS and RC Mobilization												
	FY 2024 Actual				FY 2025 Projected				FY 2026 Requested			
	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total	Officer	Enlisted	Cadets	Total
<b>RC Mobilization</b>												
Active Duty for Operational Support (ADOS)	70	49	-	119	127	88	-	215	131	60	-	191
Dollars in Thousands	\$12,271	\$4,652	\$ -	\$16,923	\$23,355	\$9,038	\$ -	\$32,393	\$24,097	\$6,278	\$ -	\$30,375
12304b Preplanned Support	22	69	-	91	27	73	-	100	30	77	-	107
Dollars in Thousands	\$3,857	\$6,551	\$ -	\$10,408	\$4,965	\$7,497	\$ -	\$12,462	\$5,518	\$8,057	\$ -	\$13,575
OTHER COCOM SUPPORT	20	31	-	51	26	37	-	63	10	22	-	32
Dollars in Thousands	\$3,695	\$2,965	\$ -	\$6,660	\$4,949	\$3,692	\$ -	\$8,641	\$1,991	\$2,319	\$ -	\$4,310
<b>Total RC Mobilization</b>	<b>112</b>	<b>149</b>	<b>-</b>	<b>261</b>	<b>180</b>	<b>198</b>	<b>-</b>	<b>378</b>	<b>171</b>	<b>159</b>	<b>-</b>	<b>330</b>
<b>Total RC Mobilization Funding</b>	<b>\$19,823</b>	<b>\$14,168</b>	<b>\$ -</b>	<b>\$33,991</b>	<b>\$33,269</b>	<b>\$20,227</b>	<b>\$ -</b>	<b>\$53,496</b>	<b>\$31,606</b>	<b>\$16,654</b>	<b>\$ -</b>	<b>\$48,260</b>
<b>Total Average Strength</b>	<b>4,586</b>	<b>4,818</b>	<b>-</b>	<b>9,404</b>	<b>4,788</b>	<b>5,298</b>	<b>-</b>	<b>10,086</b>	<b>4,957</b>	<b>5,670</b>	<b>-</b>	<b>10,627</b>

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

2/ In accordance with The National Defense Authorization Act (NDAA) for Fiscal Year 2024, Public Law 118-31 Section 1701, the Space Force Personnel Management Act authorizes the voluntary transfer of Air Force Reservists to the Space Force in a full-time capacity, facilitating the creation of a new personnel system without component that offers both full and part-time service options. Fiscal year 2026 includes an initial test tranche of 5 part-time transfers to the Space Force.

## ACTIVE DUTY STRENGTHS BY MONTHS

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

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

#### **Space Mission Forces (SMF) Support (\$8 MY (18 Officer, 40 Enlisted), \$7.2M)**

USSF gained ARC units tasked to CCDR requirement in the baseline GFMAP to support Space Mission Force Crew Construct wartime missions in Space Domain Awareness (SDA), Space Position Navigation and Timing (PNT), and Space Based Infrared Systems (SBIRS) Operations, Protected Band Satellite Communication (SATCOM) Command and Control operations (C2) Operations, Space Mission Force Crew Ground Processing OPS wartime missions in support of Space Based Infrared Systems OBAC mission. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

#### **Space Electronic Warfare Support (29 MY (7 Officer, 22 Enlisted), \$3.8M)**

Provides Electronic Warfare Support capabilities supporting all Counter Communication System (CCS) Offensive Space Control (OSC) RFFs to multiple Combatant Commanders in support of USSPACECOM. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

#### **Space Electronic Warfare Support (20 MY (5 Officer, 15 Enlisted), \$2.6M)**

Provides Electronic Warfare Support capabilities supporting all Bounty Hunter (BH) Defensive Space Control (DSC) RFFs to multiple Combatant Commanders in support of USSPACECOM. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

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

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

#### **Space Electronic Warfare Support (6 MY (1 Officer, 5 Enlisted), \$0.73M)**

Provides Electronic Warfare Support capabilities supporting all Bounty Hunter (BH) Defensive Space Control (DSC) RFDs to multiple Combatant Commanders in support of USSPACECOM. Activated Guard and Reserve Airmen will be placed on orders for a period no longer than 365 consecutive days.

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

	<b><u>FY 2024 Actual</u></b>	<b><u>FY 2025 Estimate</u></b>	<b><u>FY 2026 Estimate</u></b>
<b>Beginning Strength</b>	4428	4,574	4,672
<b>Gains (By Source):</b>			
Service Academies	109	102	100
ROTC	134	104	131
Health Professions Scholarships			
Officer Training School	83	82	55
Warrant Officer Programs			
Other	60	73	32
Gain Adjustment	25		113
<b>Total Gains</b>	411	361	431
<b>Losses (By Type):</b>			
Voluntary Separation	142	194	196
Retirement	123	69	64
<b>Total Involuntary</b>			
With Pay			
Without Pay			
VSI/SSB			
TERA			
Reduction in Force	0	0	0
Other	0	0	0
Loss Adjustment			
<b>Total Losses</b>	265	263	260
<b>TOTAL</b>	4574	4,672	4,843

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

	<b><u>FY 2024 Actual</u></b>	<b><u>FY 2025 Estimate</u></b>	<b><u>FY 2026 Estimate</u></b>
<b>Beginning Strength</b>	4,513	4,872	5,402
<b>Gains (By Source):</b>			
Non Prior Service Enlistments	684	780	614
Male	479	546	430
Female	205	234	184
Prior Service Enlistments	29	18	30
Reenlistments	619	620	620
Reserves			
Officer Candidate Programs	15	15	12
Other	99	106	59
Gain Adjustments	10	112	18
<b>Total Gains</b>	1,456	1,651	1,353
<b>Losses (By Type):</b>			
ETS	328	413	444
Programmed Early Release			
VSI/SSB			
TERA			
To Commissioned Officer	15	12	12
To Warrant Officer			
Reenlistments	619	620	620
Retirement	104	39	42
Attrition	31	37	37
Other			
Loss Adjustments			43
<b>Total Losses</b>	1,097	1,121	1,198
<b>TOTAL</b>	4,872	5,402	5,557

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(Amount in Thousands)

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
1. Basic Pay	438,286	215,370	653,656	487,492	252,202	739,694	527,838	282,012	809,850
2. Retired Pay Accruals	130,715	64,055	194,770	128,632	66,583	195,215	127,920	68,378	196,298
3. TSP - Matching Contributions	6,864	3,666	10,530	7,239	4,010	11,249	7,615	4,585	12,200
4. Basic Allowance for Housing	139,555	97,921	237,476	145,105	105,955	251,060	129,692	98,746	228,438
a. With Dependents - Domestic	91,406	59,736	151,142	94,947	64,611	159,558	85,103	59,802	144,905
b. Without Dependents - Domestic	45,512	33,446	78,958	47,511	36,345	83,856	41,679	33,430	75,109
c. Differential - Domestic	0	7	7	0	8	8	0	8	8
d. Partial - Domestic	1	61	62	1	75	76	2	80	82
e. With Dependents - Overseas	1,879	2,127	4,006	1,900	2,265	4,165	2,094	2,503	4,597
f. Without Dependents - Overseas	709	2,192	2,901	697	2,258	2,955	764	2,487	3,251
g. Moving-In Housing	48	352	400	49	393	442	50	436	486
5. Subsistence	17,438	24,946	42,384	18,376	27,289	45,665	19,568	30,023	49,591
a. Basic Allowance for Subsistence	17,438	24,946	42,384	18,376	27,289	45,665	19,568	30,023	49,591
1. Authorized to Mess Separately	17,438	26,900	44,338	18,376	29,502	47,878	19,568	32,470	52,038
2. Rations-In-Kind Not Available	0	0	0	0	0	0	0	0	0
3. Augmentation for Separate Meals	0	0	0	0	0	0	0	0	0
4. Less Collections (Recoupment)	0	(1,954)	(1,954)	0	(2,213)	(2,213)	0	(2,447)	(2,447)
b. Subsistence-In-Kind	0	0	0	0	0	0	0	0	0
1. Subsistence in Messes	0	0	0	0	0	0	0	0	0
2. Operational Rations	0	0	0	0	0	0	0	0	0
3. Augmentation Rations	0	0	0	0	0	0	0	0	0
4. Sub-In-Mess Refunds Receivable	0	0	0	0	0	0	0	0	0
c. Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0	0	0
6. Incentive - Hazardous Duty - Aviation Career Pay	77	16	93	88	16	104	88	16	104
a. Flying Duty Pay	61	9	70	72	9	81	72	9	81
1. Aviation Incentive Pay	37	0	37	51	0	51	51	0	51
2. Crew Members, Enlisted	0	9	9	0	9	9	0	9	9
3. Noncrew Member	0	0	0	0	0	0	0	0	0
4. Aviator Retention Pay	0	0	0	0	0	0	0	0	0
5. Career Enlisted Flyer Pay	0	0	0	0	0	0	0	0	0
6. Critical Skills Incentive Pay	0	0	0	0	0	0	0	0	0
7. HDIP-Aviation	24	0	24	21	0	21	21	0	21
b. Parachute Jumping Pay	0	0	0	0	0	0	0	0	0
c. Demolition Pay	0	5	5	0	5	5	0	5	5
d. Battlefield Airmen Skill Incentive Pay	0	0	0	0	0	0	0	0	0
e. Other Pays	16	2	18	16	2	18	16	2	18

**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(Amount in Thousands)

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
7. Special Pays	2,708	14,313	17,021	1,965	32,831	34,796	1,690	48,641	50,331
a. Medical Pay	0	0	0	0	0	0	0	0	0
b. Dental Pay	0	0	0	0	0	0	0	0	0
c. Health Professions Officers Pay	0	0	0	0	0	0	0	0	0
d. Nurse Pay	0	0	0	0	0	0	0	0	0
e. Sea and Foreign Duty, Total	0	0	0	0	0	0	0	0	0
1. Sea Duty	0	0	0	0	0	0	0	0	0
2. Overseas Extension Pay	0	0	0	0	0	0	0	0	0
f. Continuation Pay	1,596	246	1,842	986	226	1,212	686	225	911
g. Diving Duty Pay	0	0	0	0	0	0	0	0	0
h. Foreign Language Proficiency Bonus	762	343	1,105	624	403	1,027	644	406	1,050
i. Hostile Fire Pay	41	38	79	43	41	84	43	43	86
j. Responsibility Pay	0	0	0	0	0	0	0	0	0
k. Hardship Duty Pay	71	77	148	74	84	158	77	90	167
l. Judge Advocate Continuation Pay	0	0	0	0	0	0	0	0	0
m. JAG Student Loan Repayment	0	0	0	0	0	0	0	0	0
n. Retention Bonus	0	0	0	0	0	0	0	0	0
o. Reenlistment Bonus	0	10,000	10,000	0	23,000	23,000	0	29,800	29,800
p. Special Duty Assignment Pay	0	867	867	0	2,351	2,351	0	2,351	2,351
q. Enlistment Bonus	0	16	16	0	4,000	4,000	0	13,000	13,000
r. Education Benefits (College Fund)	0	0	0	0	0	0	0	0	0
s. Loan Repayment Program	0	0	0	0	0	0	0	0	0
t. Assignment Incentive Pay	227	2,724	2,951	227	2,724	2,951	227	2,724	2,951
u. Personal Money Allowance	11	2	13	11	2	13	13	2	15
v. Health Prof. Scholarship Program (HPSP)	0	0	0	0	0	0	0	0	0
w. Pay and Allowance Continuation Pay (PAC)	0	0	0	0	0	0	0	0	0
8. Allowances	3,056	5,625	8,681	8,416	12,664	21,080	9,046	10,091	19,137
a. Uniform or Clothing Allowances	118	3,023	3,141	177	5,060	5,237	206	5,001	5,207
1. Initial Issue	101	479	580	158	2,154	2,312	186	1,790	1,976
1a Military	88	282	370	144	1,933	2,077	172	1,548	1,720
1b Civilian	13	197	210	14	221	235	14	242	256
2. Additional	17	0	17	19	0	19	20	0	20
3. Basic Maintenance	0	598	598	0	704	704	0	770	770
4. Standard Maintenance	0	1,223	1,223	0	1,389	1,389	0	1,553	1,553
5. Supplemental	0	723	723	0	813	813	0	888	888
6. New Uniform Up Front Purchase	0	0	0	0	0	0	0	0	0
b. Station Allowance Overseas	2,354	2,179	4,533	7,638	5,060	12,698	8,214	2,514	10,728
1. Cost-of-Living	1,850	1,716	3,566	1,086	1,021	2,107	1,338	1,367	2,705
2. Temporary Lodging	504	463	967	6,552	4,039	10,591	6,876	1,147	8,023
c. Family Separation Allowance	296	396	692	297	408	705	309	438	747
1. On PCS, No Government Quarters	147	153	300	153	168	321	159	180	339
2. On TDY	149	243	392	144	240	384	150	258	408
d. Basic Needs Allowance	0	0	0	0	2,113	2,113	0	2,113	2,113
e. CONUS Cost of Living Allowance	288	27	315	304	23	327	317	25	342
f. Catastrophical Injured Aid Allowance	0	0	0	0	0	0	0	0	0



**SUMMARY OF ENTITLEMENTS BY SUBACTIVITY**  
(Amount in Thousands)

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Officer	Enlisted	Total	Officer	Enlisted	Total	Officer	Enlisted	Total
9. Separation Payments	2,353	1,300	3,653	3,241	2,590	5,831	2,498	1,970	4,468
a. Terminal Leave Pay	1,343	889	2,232	1,344	1,522	2,866	1,399	1,523	2,922
b. Severance Pay, Disability	120	276	396	126	289	415	131	300	431
c. Severance Pay, Non-Promotion	42	0	42	44	0	44	46	0	46
d. Severance Pay, Involuntary Half (5%)	45	21	66	47	22	69	49	23	72
e. Severance Pay, Involuntary Full (10%)	803	114	917	1,680	757	2,437	873	124	997
f. VSI Trust Fund	0	0	0	0	0	0	0	0	0
g. Vol Separation Pay	0	0	0	0	0	0	0	0	0
h. Career Status Bonus (30k)	0	0	0	0	0	0	0	0	0
i. TERA	0	0	0	0	0	0	0	0	0
10 Social Security Tax Payment	33,469	16,472	49,941	37,225	19,292	56,517	40,317	21,575	61,892
11 Permanent Change of Station Travel	30,508	14,372	44,880	41,514	19,154	60,668	41,246	20,460	61,706
12 Other Military Personnel Costs	1,112	1,368	2,480	1,227	1,541	2,768	1,310	1,583	2,893
a. Apprehension of Deserters	0	0	0	0	0	0	0	0	0
b. USSD (MIA)	0	0	0	0	0	0	0	0	0
c. Death Gratuities	100	200	300	100	200	300	100	200	300
d. Unemployment Compensation	152	494	646	148	590	738	152	607	759
e. Allowance for Family Qtrs and Travel	0	0	0	0	0	0	0	0	0
f. Education Benefits	0	0	0	0	0	0	0	0	0
g. Adoption Reimbursement	13	4	17	13	4	17	13	4	17
h. Mass Transit	687	78	765	779	79	858	854	83	937
i. Partial Dislocation Allowance	143	570	713	158	634	792	165	659	824
j. Extra Hazard Reimb. for SGLI	16	21	37	28	33	61	25	29	54
k. ROTC	0	0	0	0	0	0	0	0	0
l. JROTC	0	0	0	0	0	0	0	0	0
m. T-SGLI	1	1	2	1	1	2	1	1	2
13 Cadets	0	0	0	0	0	0	0	0	0
<b><u>Military Personnel Appropriation Total</u></b>	806,141	459,424	1,265,565	880,520	544,127	1,424,647	908,828	588,080	1,496,908
14 Less Reimbursables:	(300)	0	(300)	(300)	0	(300)	(300)	0	(300)
Retired Pay Accrual	(51)	0	(51)	(46)	0	(46)	(43)	0	(43)
Other	(249)	0	(249)	(254)	0	(254)	(257)	0	(257)
<b>MILITARY PERSONNEL</b>									
<b>APPROPRIATION TOTAL-DIRECT</b>	805,841	459,424	1,265,265	880,220	544,127	1,424,347	908,528	588,080	1,496,608

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

	<u>FY 2025</u>			<u>INTERNAL</u>		<u>PROPOSED DD 1415</u>		<u>LESS (ASSETY/</u>	<u>FY 2025 COLUMN FY</u>
	<u>PRESIDENT'S</u>	<u>CONGRESSIONAL</u>	<u>APPROPRIATION*</u>	<u>REALIGNMENT/</u>	<u>SUBTOTAL</u>	<u>ACTIONS</u>	<u>SUBTOTAL</u>	<u>SHORTFALL</u>	<u>2026 PRES BUD</u>
	<u>BUDGET</u>	<u>ACTIONS</u>		<u>REPROGRAMMING</u>					
<b><u>PAY AND ALLOWANCES OF OFFICERS</u></b>									
Basic Pay	468,346	0	468,346	0	468,346	23,880	492,226	(4,907)	487,319
Retired Pay Accrual	124,171	0	124,171	0	124,171	6,345	130,516	(1,930)	128,586
TSP - Matching Contributions	6,409	0	6,409	0	6,409	0	6,409	830	7,239
Incentive Pay	79	0	79	0	79	0	79	9	88
Special Pay	1,837	0	1,837	0	1,837	0	1,837	128	1,965
Basic Allowance for Housing	113,835	0	113,835	0	113,835	36,500	150,335	(5,290)	145,045
Basic Allowance for Subsistence	18,284	0	18,284	0	18,284	0	18,284	85	18,369
Station Allowances Overseas	2,130	0	2,130	0	2,130	0	2,130	5,508	7,638
CONUS COLA	11	0	11	0	11	0	11	293	304
Uniform Allowances	159	0	159	0	159	0	159	18	177
Family Separation Allowances	777	40	817	0	817	0	817	(520)	297
Basic Needs Allowance	7	0	7	0	7	0	7	(7)	0
Catastrophical Injured Aid Allowance	0	0	0	0	0	0	0	0	0
Separation Payments	3,208	0	3,208	0	3,208	0	3,208	33	3,241
Social Security Tax - Employer's Contribution	35,774	0	35,774	0	35,774	1,825	37,599	(388)	37,211
Reimbursables	300	0	300	0	300	0	300	0	300
<b>TOTAL OBLIGATIONS OFFICERS</b>	<b>775,327</b>	<b>40</b>	<b>775,367</b>	<b>0</b>	<b>775,367</b>	<b>68,550</b>	<b>843,917</b>	<b>(6,138)</b>	<b>837,779</b>
Less Reimbursables	(300)	0	(300)	0	(300)	0	(300)	0	(300)
<b>TOTAL DIRECT OBLIGATIONS OFFICERS</b>	<b>775,027</b>	<b>40</b>	<b>775,067</b>	<b>0</b>	<b>775,067</b>	<b>68,550</b>	<b>843,617</b>	<b>(6,138)</b>	<b>837,479</b>
<b><u>PAY AND ALLOWANCES OF ENLISTED</u></b>									
Basic Pay	247,027	5,400	252,427	0	252,427	3,765	256,192	(3,990)	252,202
Retired Pay Accrual	65,087	0	65,087	0	65,087	1,000	66,087	496	66,583
TSP - Matching Contributions	3,134	0	3,134	0	3,134	0	3,134	876	4,010
Incentive Pay	7	0	7	0	7	0	7	9	16
Special Pay	3,827	0	3,827	0	3,827	0	3,827	(347)	3,480
Special Duty Assignment Pay	2,351	0	2,351	0	2,351	0	2,351	0	2,351
Reenlistment Bonus	21,000	(2,400)	18,600	0	18,600	0	18,600	4,400	23,000
Enlistment Bonus	4,000	0	4,000	0	4,000	0	4,000	0	4,000
Basic Allowance for Housing	83,682	0	83,682	0	83,682	28,900	112,582	(6,627)	105,955
Station Allowances Overseas	3,386	(1,440)	1,946	0	1,946	0	1,946	3,114	5,060
CONUS COLA	0	0	0	0	0	0	0	23	23
Clothing Allowances	4,186	0	4,186	0	4,186	0	4,186	874	5,060
Family Separation Allowances	984	0	984	0	984	0	984	(576)	408
Basic Needs Allowance	2,113	0	2,113	0	2,113	0	2,113	0	2,113
Catastrophical Injured Aid Allowance	0	0	0	0	0	0	0	0	0
Separation Payments	2,645	0	2,645	0	2,645	0	2,645	(55)	2,590
Social Security Tax - Employer's Contribution	18,898	0	18,898	0	18,898	285	19,183	109	19,292
Reimbursables	0	0	0	0	0	0	0	0	0
<b>TOTAL OBLIGATIONS ENLISTED</b>	<b>462,327</b>	<b>1,560</b>	<b>463,887</b>	<b>0</b>	<b>463,887</b>	<b>33,950</b>	<b>497,837</b>	<b>(1,694)</b>	<b>496,143</b>
Less Reimbursables	0	0	0	0	0	0	0	0	0
<b>TOTAL DIRECT OBLIGATIONS ENLISTED</b>	<b>462,327</b>	<b>1,560</b>	<b>463,887</b>	<b>0</b>	<b>463,887</b>	<b>33,950</b>	<b>497,837</b>	<b>(1,694)</b>	<b>496,143</b>
<b><u>PAY AND ALLOWANCES OF CADETS</u></b>									
Academy Cadets	0	0	0	0	0	0	0	0	0

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

	<b><u>FY 2025</u></b>	<b><u>CONGRESSIONAL</u></b>		<b><u>INTERNAL</u></b>		<b><u>PROPOSED DD 1415</u></b>		<b><u>LESS (ASSETY/</u></b>	<b><u>FY 2025 COLUMN FY</u></b>
	<b><u>PRESIDENT'S</u></b>	<b><u>ACTIONS</u></b>	<b><u>APPROPRIATION*</u></b>	<b><u>REALIGNMENT/</u></b>	<b><u>SUBTOTAL</u></b>	<b><u>ACTIONS</u></b>	<b><u>SUBTOTAL</u></b>	<b><u>SHORTFALL</u></b>	<b><u>2026 PRES BUD</u></b>
	<b><u>BUDGET</u></b>			<b><u>REPROGRAMMING</u></b>					
<b><u>SUBSISTENCE OF ENLISTED PERSONNEL</u></b>									
Basic Allowance for Subsistence	27,791	0	27,791	0	27,791	0	27,791	(502)	27,289
Subsistence-In-Kind	0	0	0	0	0	0	0	0	0
Family Supplemental Subsistence Allowance	0	0	0	0	0	0	0	0	0
Reimbursables	0	0	0	0	0	0	0	0	0
<b>TOTAL OBLIGATIONS SUBSISTENCE</b>	27,791	0	27,791	0	27,791	0	27,791	(502)	27,289
Less Reimbursables	0	0	0	0	0	0	0	0	0
<b>TOTAL DIRECT OBLIGATIONS SUBSISTENCE</b>	27,791	0	27,791	0	27,791	0	27,791	(502)	27,289
<b><u>PERMANENT CHANGE OF STATION TRAVEL</u></b>									
Accession Travel	4,397	0	4,397	0	4,397	5,000	9,397	(2,158)	7,239
Training Travel	5,699	0	5,699	0	5,699	4,000	9,699	234	9,933
Operational Travel	17,571	0	17,571	0	17,571	0	17,571	1,611	19,182
Rotational Travel	6,247	0	6,247	0	6,247	5,000	11,247	(1,077)	10,170
Separation Travel	5,194	0	5,194	0	5,194	0	5,194	414	5,608
Travel of Organized Units	141	0	141	0	141	0	141	1,352	1,493
Nontemporary Storage	1,329	0	1,329	0	1,329	0	1,329	486	1,815
Temporary Lodging Expense	2,371	0	2,371	0	2,371	0	2,371	2,857	5,228
Reimbursables	0	0	0	0	0	0	0	0	0
<b>TOTAL OBLIGATIONS PCS</b>	42,949	0	42,949	0	42,949	14,000	56,949	3,719	60,668
Less Reimbursables	0	0	0	0	0	0	0	0	0
<b>TOTAL DIRECT OBLIGATIONS PCS</b>	42,949	0	42,949	0	42,949	14,000	56,949	3,719	60,668
<b><u>OTHER MILITARY PERSONNEL COSTS</u></b>									
Apprehension Mil Deserters, Absentees, Prisoners	0	0	0	0	0	0	0	0	0
Interest on Uniformed Svcs Savings	0	0	0	0	0	0	0	0	0
Death Gratuities	300	0	300	0	300	0	300	0	300
Unemployment Compensation	738	(100)	638	0	638	0	638	100	738
Survivor Benefits	0	0	0	0	0	0	0	0	0
Education Benefits	0	0	0	0	0	0	0	0	0
Adoption Expenses	17	0	17	0	17	0	17	0	17
Mass Transit	858	0	858	0	858	0	858	0	858
Partial Dislocation Allowance	784	0	784	0	784	0	784	8	792
SROTC	0	0	0	0	0	0	0	0	0
JROTC	0	0	0	0	0	0	0	0	0
Extra Hazard Reimb. for SGLI	54	0	54	0	54	0	54	7	61
TSGLI	2	0	2	0	2	0	2	0	2
Stop Loss Retroactive Pay	0	0	0	0	0	0	0	0	0
Preventive Health Allow Demonstration Project	0	0	0	0	0	0	0	0	0
<b>TOTAL DIRECT OBLIGATIONS OTHER</b>	2,753	(100)	2,653	0	2,653	0	2,653	115	2,768
<b>TOTAL DIRECT OBLIGATIONS</b>	1,310,847	1,500	1,312,347	0	1,312,347	116,500	1,428,847	(4,500)	1,424,347

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>FY 2025 DIRECT PROGRAM</b>	<b>837,479</b>	<b>496,143</b>	<b>0</b>	<b>27,289</b>	<b>60,668</b>	<b>2,768</b>	<b>1,424,347</b>
Move Enlisted Subsistence from BA04 to BA02	0	27,289	0	(27,289)	0	0	0
<b>Pricing Increase</b>	<b>33,395</b>	<b>29,253</b>	<b>0</b>	<b>0</b>	<b>4,667</b>	<b>46</b>	<b>67,361</b>
<b>Annualization (PI):</b>	<b>8,676</b>	<b>4,910</b>	<b>0</b>	<b>0</b>	<b>72</b>	<b>0</b>	<b>13,658</b>
- Annualization 1 Jan 25 raise of 4.5% on Basic Pay	5,285	2,752	0	0	0	0	8,037
- Annualization of raise on RPA	1,273	639	0	0	0	0	1,912
- Annualization of raise on TSP	79	44	0	0	0	0	123
- Annualization of raise on FICA	405	211	0	0	0	0	616
- Annualization 1 Jan 25 raise of 4.5% on DLA for PCS moves	0	0	0	0	72	0	72
- Annualization 1 Jan 25 inflation rate of 1.2% on BAS	118	189	0	0	0	0	307
- Annualization 1 Jan 25 inflation rate of 4.3% on BAH	1,516	1,075	0	0	0	0	2,591
<b>Pay Raise (PI):</b>	<b>18,612</b>	<b>9,634</b>	<b>0</b>	<b>0</b>	<b>191</b>	<b>0</b>	<b>28,437</b>
- 1 Jan 26 pay raise of 3.8% effect on Basic Pay	13,973	7,273	0	0	0	0	21,246
- 1 Jan 26 pay raise effect on RPA	3,365	1,689	0	0	0	0	5,054
- 1 Jan 26 pay raise effect on TSP	207	115	0	0	0	0	322
- 1 Jan 26 pay raise effect on FICA	1,067	556	0	0	0	0	1,623
- 1 Jan 26 pay raise of 3.8% effect on DLA for PCS moves	0	0	0	0	191	0	191
<b>Inflation Rate (PI):</b>	<b>406</b>	<b>653</b>	<b>0</b>	<b>0</b>	<b>3,022</b>	<b>0</b>	<b>4,081</b>
- 1 Jan 26 inflation rate of 3.4% effect on BAS	406	653	0	0	0	0	1,059
- Increase in rate for Land (HHG)	0	0	0	0	2,367	0	2,367
- Increase in rate for ITGBL (HHG)	0	0	0	0	655	0	655
<b>BAH Rates (PI):</b>	<b>4,498</b>	<b>3,214</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7,712</b>
- Housing Allowance rate 1 Jan 26 increase of 4.2%	4,467	3,165	0	0	0	0	7,632
- Increase in MIHA Pricing	1	8	0	0	0	0	9
- Increase in OHA Pricing	30	41	0	0	0	0	71
<b>Other (PI):</b>	<b>1,203</b>	<b>10,842</b>	<b>0</b>	<b>0</b>	<b>1,382</b>	<b>46</b>	<b>13,473</b>
- Increase in FICA Pricing	5	1	0	0	0	0	6
- Increase in TSP Matching Contribution Pricing	2	0	0	0	0	0	2
- Increase in Clothing Pricing	0	106	0	0	0	0	106
- Increase in COLA Pricing	202	254	0	0	0	0	456
- Increase in TLA Pricing	815	480	0	0	0	0	1,295
- Increase in CONUS COLA Pricing	6	0	0	0	0	0	6
- Increase in Special Pay Pricing	43	12	0	0	0	0	55
- Increase in LSTL Pricing	54	60	0	0	0	0	114
- Increase in Separation Payments Pricing	76	42	0	0	0	0	118
- Increase in Selective Reenlistment Bonus Pricing	0	9,887	0	0	0	0	9,887
- Increase in Total Mile-Per Diem Pricing	0	0	0	0	97	0	97
- Increase in Total AMC Pricing	0	0	0	0	47	0	47
- Increase in Total Comm Air Pricing	0	0	0	0	27	0	27
- Increase in M Tons MSC Pricing	0	0	0	0	32	0	32
- Increase in S Tons AMC Pricing	0	0	0	0	260	0	260
- Increase in Trans of POV Pricing	0	0	0	0	16	0	16
- Increase in Temp Lodging Pricing	0	0	0	0	903	0	903
- Increase in Unemployment Benefits Pricing	0	0	0	0	0	15	15
- Increase in Partial DLA Pricing	0	0	0	0	0	31	31

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>Program Increase</b>	<b>34,036</b>	<b>48,279</b>	<b>0</b>	<b>0</b>	<b>6,240</b>	<b>87</b>	<b>88,642</b>
<b>Strength (PGI):</b>	<b>33,945</b>	<b>34,683</b>	<b>0</b>	<b>0</b>	<b>4,246</b>	<b>0</b>	<b>72,874</b>
- Change in Base Pay due to average strength	17,549	18,443	0	0	0	0	35,992
- Change in Base Pay Due to grade mix	3,536	1,341	0	0	0	0	4,877
- Change in FICA due to average strength	1,348	1,412	0	0	0	0	2,760
- Change in FICA Due to grade mix	268	103	0	0	0	0	371
- Change in RPA due to average strength	4,255	4,470	0	0	0	0	8,725
- Change in RPA Due to grade mix	853	326	0	0	0	0	1,179
- Increase in TSP Matching Contribution Program	88	416	0	0	0	0	504
- Increase in BAS due to average strength Program	668	0	0	0	0	0	668
- Increase in Clothing Program	29	260	0	0	0	0	289
- Change in BAH due to average strength	5,202	7,788	0	0	0	0	12,990
- Change in BAH Due to grade mix	149	124	0	0	0	0	273
- Increase in Land Ship Program	0	0	0	0	2,734	0	2,734
- Increase in ITGBL Program	0	0	0	0	712	0	712
- Increase in Disloc Allow Program	0	0	0	0	800	0	800
<b>Other (PGI):</b>	<b>91</b>	<b>13,596</b>	<b>0</b>	<b>0</b>	<b>1,994</b>	<b>87</b>	<b>15,768</b>
- Increase in LSTL Program	1	0	0	0	0	0	1
- Increase in Special Pay Program	21	8	0	0	0	0	29
- Increase in FSA Program	12	30	0	0	0	0	42
- Increase in COLA Program	50	92	0	0	0	0	142
- Increase in TLA Program	0	222	0	0	0	0	222
- Increase in CONUS COLA Program	7	2	0	0	0	0	9
- Increase in Selective Reenlistment Bonus Program	0	480	0	0	0	0	480
- Increase in Enlisted Bonus Program	0	10,636	0	0	0	0	10,636
- Increase in Subsistence - BAS Enlisted Program	0	2,126	0	0	0	0	2,126
- Increase in Total Mile-Per Diem Program	0	0	0	0	407	0	407
- Increase in Total AMC Program	0	0	0	0	164	0	164
- Increase in Total Comm Air Program	0	0	0	0	70	0	70
- Increase in M Tons MSC Program	0	0	0	0	39	0	39
- Increase in S Tons AMC Program	0	0	0	0	322	0	322
- Increase in Trans of POV Program	0	0	0	0	45	0	45
- Increase in NonTemp Storage Program	0	0	0	0	179	0	179
- Increase in Temp Lodging Program	0	0	0	0	768	0	768
- Increase in Unemployment Benefits Program	0	0	0	0	0	6	6
- Increase in SGLI Program	0	0	0	0	0	1	1
- Increase in Mass Transportation Program	0	0	0	0	0	79	79
- Increase in Partial DLA Program	0	0	0	0	0	1	1
<b>Total Increases</b>	<b>67,431</b>	<b>104,821</b>	<b>0</b>	<b>0</b>	<b>10,907</b>	<b>133</b>	<b>156,003</b>

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

	<u>BA 1 Officer</u>	<u>BA 2 Enlisted</u>	<u>BA 3 Cadets</u>	<u>BA 4 Subsistence</u>	<u>BA 5 PCS</u>	<u>BA 6 Other</u>	<u>Total</u>
<b>Pricing Decrease</b>	<b>(10,456)</b>	<b>(7,520)</b>	<b>0</b>	<b>0</b>	<b>(28)</b>	<b>(8)</b>	<b>(18,012)</b>
<b>Annualization (PI):</b>	<b>0</b>	<b>(17)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(17)</b>
- Annualization 1 Jan 25 inflation rate of 1.2% on BAS	0	(17)	0	0	0	0	(17)
<b>Inflation Rate (PD):</b>	<b>0</b>	<b>(58)</b>	<b>0</b>	<b>0</b>	<b>(6)</b>	<b>0</b>	<b>(64)</b>
- 1 Jan 26 inflation rate of 3.4% effect on BAS	0	(58)	0	0	0	0	(58)
- Decrease in rate for Land (HHG)	0	0	0	0	(1)	0	(1)
- Decrease in rate for ITGBL (HHG)	0	0	0	0	(5)	0	(5)
<b>Other (PD):</b>	<b>(10,456)</b>	<b>(7,445)</b>	<b>0</b>	<b>0</b>	<b>(22)</b>	<b>(8)</b>	<b>(17,931)</b>
- Decrease in RPA Pricing	(10,455)	(5,329)	0	0	0	0	(15,784)
- Decrease in FICA Pricing	(1)	0	0	0	0	0	(1)
- Decrease in Selective Reenlistment Bonus Pricing	0	(480)	0	0	0	0	(480)
- Decrease in Enlisted Bonus Pricing	0	(1,636)	0	0	0	0	(1,636)
- Decrease in Total Mile-Per Diem Pricing	0	0	0	0	(6)	0	(6)
- Decrease in Total Comm Air Pricing	0	0	0	0	(7)	0	(7)
- Decrease in S Tons AMC Pricing	0	0	0	0	(8)	0	(8)
- Decrease in Temp Lodging Pricing	0	0	0	0	(1)	0	(1)
- Decrease in SGLI Pricing	0	0	0	0	0	(8)	(8)
<b>Program Decrease</b>	<b>(28,482)</b>	<b>(27,407)</b>	<b>0</b>	<b>0</b>	<b>(9,841)</b>	<b>0</b>	<b>(65,730)</b>
<b>Strength (PGD):</b>	<b>(26,778)</b>	<b>(19,835)</b>	<b>0</b>	<b>0</b>	<b>(3,180)</b>	<b>0</b>	<b>(49,793)</b>
- Decrease in Clothing Program	0	(425)	0	0	0	0	(425)
- Change in BAH Due to grade mix	(26,778)	(19,410)	0	0	0	0	(46,188)
- Decrease in Land Ship Program	0	0	0	0	(2,177)	0	(2,177)
- Decrease in ITGBL Program	0	0	0	0	(589)	0	(589)
- Decrease in Disloc Allow Program	0	0	0	0	(414)	0	(414)
<b>Other (PGD):</b>	<b>(1,704)</b>	<b>(7,572)</b>	<b>0</b>	<b>0</b>	<b>(6,661)</b>	<b>0</b>	<b>(15,937)</b>
- Decrease in CONUS COLA and TLE funding will be offset by funding sourced from the Reconciliation Bill (H.R.1) upon enactment.	0	(3,594)	0	0	(4,635)	0	(8,229)
- Decrease in LSTL Program	0	(59)	0	0	0	0	(59)
- Decrease in Special Pay Program	(339)	(10)	0	0	0	0	(349)
- Decrease in TLA Program	(491)	0	0	0	0	0	(491)
- Decrease in Separation Payments Program	(874)	(663)	0	0	0	0	(1,537)
- Decrease in Selective Reenlistment Bonus Program	0	(3,087)	0	0	0	0	(3,087)
- Decrease in Subsistence - BAS Enlisted Program	0	(159)	0	0	0	0	(159)
- Decrease in Total Mile-Per Diem Program	0	0	0	0	(602)	0	(602)
- Decrease in Total AMC Program	0	0	0	0	(218)	0	(218)
- Decrease in Total Comm Air Program	0	0	0	0	(92)	0	(92)
- Decrease in M Tons MSC Program	0	0	0	0	(32)	0	(32)
- Decrease in S Tons AMC Program	0	0	0	0	(238)	0	(238)
- Decrease in Trans of POV Program	0	0	0	0	(50)	0	(50)
- Decrease in NonTemp Storage Program	0	0	0	0	(259)	0	(259)
- Decrease in Temp Lodging Program	0	0	0	0	(535)	0	(535)
<b>Total Decreases</b>	<b>(38,938)</b>	<b>(34,927)</b>	<b>0</b>	<b>(27,289)</b>	<b>(9,869)</b>	<b>(8)</b>	<b>(83,742)</b>
<b>FY 2026 DIRECT PROGRAM</b>	<b>865,972</b>	<b>566,037</b>	<b>0</b>	<b>0</b>	<b>61,706</b>	<b>2,893</b>	<b>1,496,608</b>

**SECTION 4**  
**DETAIL OF MILITARY**  
**PERSONNEL ENTITLEMENTS**

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**PAY AND ALLOWANCES  
OF OFFICERS**

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

	<u>Amount</u>
<b>FY 2025 DIRECT PROGRAM</b>	<b>837,479</b>
<b>Pricing Increase</b>	<b>33,395</b>
<b>Annualization (PI):</b>	<b>8,676</b>
Annualization 1 Jan 25 raise of 4.5% on Basic Pay	5,285
Annualization of raise on RPA	1,273
Annualization of raise on FICA	405
Annualization of raise on TSP	79
Annualization 1 Jan 25 inflation rate of 1.2% on BAS	118
Annualization 1 Jan 25 inflation rate of 4.3% on BAH	1,516
<b>Pay Raise (PI):</b>	<b>18,612</b>
1 Jan 26 pay raise of 3.8% effect on Basic Pay	13,973
1 Jan 26 pay raise effect on RPA	3,365
1 Jan 26 pay raise effect on FICA	1,067
1 Jan 26 pay raise effect on TSP	207
<b>Inflation Rate (PI):</b>	<b>406</b>
1 Jan 26 inflation rate of 3.4% effect on BAS	406
<b>BAH Rates (PI):</b>	<b>4,498</b>
1 Jan 26 inflation rate of 4.2% effect on BAH	4,467
1 Jan 26 inflation rate of 2.1% effect on MIHA	1
1 Jan 26 inflation rate of 2.1% effect on OHA	30

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

	<u><b>Amount</b></u>
<b>Other (PI):</b>	<b>1,203</b>
Increase in FICA Payments	5
Increase in TSP Matching Contribution Payments	2
Increase in Special Pay Payments	43
Increase in COLA Payments	202
Increase in TLA Payments	815
Increase in CONUS COLA Payments	6
Increase in LSTL Payments	54
Increase in Separation Payments	76
 <b>Program Increase</b>	 <b>34,036</b>
 <b>Strength (PGI):</b>	 <b>33,945</b>
Increase in recipients for Base Pay due to average strength	17,549
Change in Base Pay Due to grade mix	3,536
Increase in recipients for FICA due to average strength	1,348
Change in FICA Due to grade mix	268
Increase in recipients for RPA due to average strength	4,255
Change in RPA Due to grade mix	853
Increase in recipients for TSP Matching Contribution	88
Increase in recipients for BAS due to average strength	668
Increase in recipients for Clothing	29
Increase in recipients Housing Allowance	5,202
Change in BAH Due to grade mix	149

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

		<u><b>Amount</b></u>
<b>Other (PGI):</b>	<b>91</b>	
Increase in Special Pay Program	21	
Increase in COLA Program	50	
Increase in CONUS COLA Program	7	
Increase in FSA Program	12	
Increase in LSTL Program	1	
<b>Total Increases</b>		<b>67,431</b>
<b>Pricing Decrease</b>		<b>(10,456)</b>
<b>Other (PI):</b>	<b>(10,456)</b>	
Decrease in RPA Payments	(10,455)	
Decrease in FICA Payments	(1)	
<b>Program Decrease</b>		<b>(28,482)</b>
<b>Strength (PGD):</b>	<b>(26,778)</b>	
Change in BAH Due to grade mix	(26,778)	
<b>Other (PGD):</b>	<b>(1,704)</b>	
Decrease in Special Pay Program	(339)	
Decrease in TLA Program	(491)	
Decrease in Separation Payments	(874)	
<b>Total Decreases</b>		<b>(38,938)</b>
<b>FY 2026 DIRECT PROGRAM</b>		<b>865,972</b>

(Amount in Thousands)

**PROJECT: BASIC PAY - OFFICERS**

FY 2026 Estimate 527,838  
FY 2025 Estimate 487,492  
FY 2024 Actual 438,286

**PART I - PURPOSE AND SCOPE**

Funds provide basic compensation for commissioned officers of the Space Force.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

FY 2024 beginning strength was 4,428 and end strength was 4,574 using 4,586 workyears.

FY 2025 beginning strength was 4,574 and end strength is projected to be 4,672 using 4,788 workyears.

FY 2026 beginning strength will be 4,672 and end strength is projected to be 4,843 using 4,957 workyears.

There is a +\$40,346.0 thousand increase in the total Basic Pay requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization 1 Jan 25 raise of 4.5% on Basic Pay: +\$5,285.1 thousand
- (2) Pricing Increase due to 1 Jan 26 pay raise of 3.8% effect on Basic Pay: +\$13,972.9 thousand
- (3) Program Increase due to average strength increase of 169 from 4,788 to 4,957: +\$17,549.0 thousand
- (4) Program Increase due to changes in grade structure: +\$3,536.0 thousand
- (5) Increase due to Change in Reimbursables: +\$3.0 thousand

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<b>Grade</b>									
General	3	217,342	652	3	224,345	673	4	225,700	903
Lt General	5	217,200	1,086	5	224,345	1,122	4	225,700	903
Major General	8	212,645	1,702	10	222,586	2,226	10	225,700	2,257
Brig General	11	183,696	2,021	10	192,284	1,923	11	199,927	2,199
Colonel	245	157,967	38,702	269	168,165	45,236	290	174,850	50,706
Lt Colonel	749	126,554	94,789	814	135,051	109,932	876	140,420	123,008
Major	1,184	106,388	125,964	1,202	113,557	136,495	1,246	118,071	147,116
Captain	1,292	85,684	110,704	1,282	91,340	117,098	1,310	94,971	124,412
1st Lieutenant	551	66,661	36,730	588	70,960	41,724	586	73,781	43,235
2nd Lieutenant	538	49,051	25,936	605	51,344	31,063	620	53,385	33,099
<b>TOTAL BASIC PAY</b>	<b>4,586</b>		<b>438,286</b>	<b>4,788</b>		<b>487,492</b>	<b>4,957</b>		<b>527,838</b>

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - OFFICERS**

FY 2026 Estimate	127,919
FY 2025 Estimate	128,633
FY 2024 Actual	130,715

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

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

There is a -\$0.7 million decrease in the total RPA requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization of raise on RPA: +\$1.3 million
- (2) Pricing Increase due to 1 Jan 26 pay raise effect on RPA: +\$3.4 million
- (3) Program Increase due to average strength increase of 169 from 4,788 to 4,957: +\$4.3 million
- (4) Program Increase due to changes in grade structure: +\$0.9 million
- (5) Pricing Decrease due to Reduction in Normal Cost Percentage (NCP) AC full-time rates: -\$10.5 million
- (6) Decrease due to Change in Reimbursables: -\$0.003 million

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b>Active Component</b>									
Retired Pay Accrual - Full Time	4,474	28,557	127,762	4,608	26,964	124,252	4,786	25,774	123,354
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	112	26,366	2,953	180	24,339	4,381	171	26,696	4,565
<b>Total Retired Pay Accrual</b>	<b>4,586</b>	<b>28,503</b>	<b>130,715</b>	<b>4,788</b>	<b>26,866</b>	<b>128,633</b>	<b>4,957</b>	<b>25,806</b>	<b>127,919</b>

(Amount in Thousands)

**PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS**

FY 2026 Estimate	7,615
FY 2025 Estimate	7,239
FY 2024 Actual	6,864

**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 Title 5 U.S.C. Section 8432 for the benefit of the member who falls under the new modernized retirement system, known as the Blended Retirement System (BRS). The Thrift Savings Fund is one aspect of the BRS. Automatic contributions of one percent of basic pay for the benefit of the member will begin on or after the day that is 60 days after the date the member enters a uniformed service, or on or after the date the member elects to participate in BRS. Once the member either reaches two years and one day after first entering uniformed service, or elects BRS, the Service will provide matching contributions of no more than five percent of the member's BP. The matching will continue until the member completes 26 years of service.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a +\$376 thousand increase in the total TSP requirement between FY 2025 and FY 2026. This change in requirement is based on basic pay raise along with increased participation assumptions as more personnel enter the blended retirement system (BRS) program in early implementation years.

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Thrift Savings Plan (TSP) -									
Matching Contributions			6,864			7,239			7,615

PROJECT: INCENTIVE PAY - OFFICERS

FY 2026 Estimate	88
FY 2025 Estimate	88
FY 2024 Actual	77

**PART I - PURPOSE AND SCOPE**

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

Funds provide payment to commissioned officers under the provisions of Title 37 U.S.C., § 351, § 334, § 351 and §353 for one year, as follows:

- (1) Aviation Incentive Pay AvIP (formerly Aviator Pay, AP) - Entitlement paid to regular and reserve commissioned officer Airmen who hold, or are in training leading to an aeronautical rating or designation and who engage and remain in aviation service on a career basis. The NDAA for FY2017 authorized an increase to maximum amount of monthly AvIP not to exceed the rate of \$1,000 per month. The Air Force monthly AvIP rates are calculated based upon years of aviation service established by the Aviation Service Date and paid in fixed monthly amounts ranging from \$150 to \$1,000. The year groups, as well as compensation, were changed as a means to assist the service in the retention of aviators.
- (2) Hazardous Duty Incentive Pay (HDIP) - Aviation - Involves frequent and regular participation in aerial flights. Paid as an incentive for the performance of hazardous duty required by orders. It is paid to non-rated crew Airmen in fixed monthly amounts ranging from \$150 to \$250 and non-crew Airmen in fixed monthly amounts of \$150 only when performing such duties, as authorized by Title 37 U.S.C. § 351.
- (3) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, or (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$150 in accordance with DoD 7000.14-R Financial Management Regulation Volume (FMR) Volume 7A, Chapter 24, Paragraph 6.2 and Title 37 U.S.C. § 351.
- (4) Toxic Fuel Handler – Duties in which personnel may be exposed to toxic fuels and propellants. This pay was initiated because of hazards among personnel who work with hypergolic fuel, specifically hydrazine and nitrogen tetroxide. Paid at a monthly rate of \$150 as authorized by Title 37 U.S.C § 351 and DoD 7000.14-R FMR Volume 7A, Chapter 24, Paragraph 7.3.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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



(Amount in Thousands)

PROJECT: INCENTIVE PAY - OFFICERS

Detailed cost computations are provided by the following table:

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<b><u>Aviation Incentive Pay</u></b>									
<b>Years Aviation Service / Grade</b>									
Less than 2	1	1,800	2	4	1,800	7	4	1,800	7
Over 2	1	3,000	3	1	3,000	3	1	3,000	3
Over 6	1	8,400	8	2	8,400	17	2	8,400	17
Over 12	2	12,000	24	2	12,000	24	2	12,000	24
<b>Subtotal Flying Duty Crew</b>	5		37	9		51	9		51
<b><u>HDIP-AVIATION</u></b>									
Flying Duty Non-Rated	10	2,400	24	9	2,333	21	9	2,333	21
<b>Subtotal HDIP-Aviation</b>	10		24	9		21	9		21
<b><u>Aviator Bonus</u></b>									
<b>Subtotal Aviator Bonus</b>	0		0	0		0	0		0
<b>Subtotal Flying Duty Pay</b>			61			72			72
<b>Subtotal SWSIP</b>	0		0	0		0	0		0
<b><u>Other Incentive Duty Pay</u></b>									
Accel-Decel Subject	1	1,800	2	2	1,800	4	2	1,800	4
Pressure Chamber Observer	4	1,800	7	3	1,800	5	3	1,800	5
Toxic Fuel Handler	4	1,800	7	4	1,800	7	4	1,800	7
<b>Subtotal Other Incentive Duty Pay</b>	9		16	9		16	9		16
<b>TOTAL INCENTIVE PAY</b>			77			88			88

**PROJECT: SPECIAL PAY - OFFICERS**

FY 2026 Estimate	1,690
FY 2025 Estimate	1,965
FY 2024 Actual	2,708

**PART I - PURPOSE AND SCOPE**

Funds provide for:

- (1) Personal money allowances for certain commissioned general officers under provisions of Title 37 U.S.C., Section 414(a). The allowance is payable while an officer is serving in the grade of O-9 or above at annual rates of \$500 and \$2,200 for O-9s and O-10s respectively. Entitlement may also be based upon specific duty assignments as follows:
  - (a) Chairman of the Joint Chiefs of Staff and Chief of Space Operations payable at \$4,000 per year in place of any other personal money allowance authorized and
  - (b) Senior member of the Military Staff Committee of the United Nations payable at \$2,700 per year in addition to the other personal money allowance authorized.
- (2) Assignment Incentive Pay (AIP):
  - (a) Cavalier Assignment Incentive Pay – Incentive pay of \$700 per month, in accordance with DoD Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.7, to commissioned officer Guardian (SF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Air Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the commissioned officer Guardian and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality personnel. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 until 31 December 2022 in order to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location; subsequently, the Secretary of the Air Force has extended the program 31 December 2025 during FY 2024.
- (3) Continuation Pay (CP) – The National Defense Authorization Act (NDAA) 2016, P.L. 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each service member under the new modernized retirement system, known as the Blended Retirement System (BRS). CP is one aspect of the BRS. Members of the Uniformed Services who are covered by this BRS are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligatory service. This one (1) time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services began making payments in FY 2018, pursuant to the January 1, 2018 effective date of the BRS.
- (4) Foreign Language Proficiency Bonus (FLPB) - Authorized in Title 37 U.S.C., Section 353(b)(1) for commissioned officers and enlisted service members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient personnel are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) assigned to military duties requiring such a proficiency; or (c) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a need. The monthly rate shall not exceed \$500 per month for a single language, or \$1,000 per month for any combination of languages, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 19, Paragraph 2.5.2.
- (5) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C. § 305. The payment is based on service member's designated locations. Hardship Duty Pay is payable to service members at a monthly rate not to exceed \$150, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 17.
- (6) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) - Paid to service members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a service member is on official duty in a designated IDP area. The Fiscal Year 2012 National Defense Authorization Act modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a service member is: (a) Subjected to hostile fire or explosion of a hostile mine, or (b) on duty in an area in close proximity to a hostile fire incident and the service member is in danger of being exposed to the same dangers actually experienced by other service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action. If a service member receives HFP; IDP cannot be received. See DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 10 for guidance.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - OFFICERS**

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

There is a -\$275.0 thousand decrease in the total Special Pay requirement between FY 2025 and FY 2026. Change is primarily due to Program Decrease in Continuation Pay recipients.

Detailed cost computations are provided by the following table:

	<b>FY 2024 Actual</b>			<b>FY 2025 Estimate</b>			<b>FY 2026 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
Chief of Staff	1	4,000	4	1	4,000	4	1	4,000	4
General	2	2,200	4	2	2,200	4	3	2,200	7
Lt General	5	500	3	5	500	3	4	500	2
<b>Pers Allowance - General Officer</b>	<b>8</b>	<b>1,375</b>	<b>11</b>	<b>8</b>	<b>1,375</b>	<b>11</b>	<b>8</b>	<b>1,625</b>	<b>13</b>
Cavalier AIP	27	8,407	227	27	8,407	227	27	8,407	227
<b>Assignment Incentive Pay</b>	<b>27</b>		<b>227</b>	<b>27</b>		<b>227</b>	<b>27</b>		<b>227</b>
Continuation Pay	77	20,620	1,596	46	21,580	986	31	22,455	686
Foreign Language Proficiency Bonus	125	6,096	762	102	6,118	624	105	6,133	644
Hardship Duty Location Pay	59	1,203	71	62	1,194	74	64	1,203	77
Hostile Fire Pay	15	2,733	41	16	2,688	43	16	2,688	43
<b>TOTAL SPECIAL PAY</b>	<b>311</b>		<b>2,708</b>	<b>261</b>		<b>1,965</b>	<b>251</b>		<b>1,690</b>

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

FY 2026 Estimate 129,692  
FY 2025 Estimate 145,105  
FY 2024 Actual 139,555

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

There is a -\$15.5 million decrease in the total BAH requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization 1 Jan 25 inflation rate of 4.3% on BAH: +\$1.5 million
- (2) Pricing Increase due to 1 Jan 26 inflation rate of 4.2% effect on BAH: +\$4.5 million
- (4) Program Increase due to change in expected BAH recipients: +\$5.2 million
- (4) Program Increase due to changes in grade structure: +\$0.1 million
- (5) Program Decrease due to changes in grade structure: -\$26.8 million

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

<b><u>With Dependents</u></b>	<b><u>FY 2024 Actual</u></b>			<b><u>FY 2025 Estimate</u></b>			<b><u>FY 2026 Estimate</u></b>		
	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>	<b><u>Workyears</u></b>	<b><u>Rate</u></b>	<b><u>Amount</u></b>
<b><u>Grade</u></b>									
General	3	44,333	133	3	46,333	139	4	48,250	193
Lt General	5	44,000	220	5	45,800	229	4	47,750	191
Major General	8	42,125	337	10	43,900	439	10	45,800	458
Brig General	9	41,667	375	8	43,500	348	9	45,222	407
Colonel	226	39,283	8,878	234	40,966	9,586	209	42,689	8,922
Lt Colonel	634	37,962	24,068	658	39,603	26,059	580	41,267	23,935
Major	875	34,533	30,216	848	36,019	30,544	723	37,531	27,135
Captain	692	29,912	20,699	658	31,190	20,523	549	32,501	17,843
1st Lieutenant	143	26,231	3,751	146	27,425	4,004	117	28,581	3,344
2nd Lieutenant	112	24,366	2,729	121	25,421	3,076	101	26,485	2,675
<b>Subtotal with Dependents</b>	<b>2,707</b>		<b>91,406</b>	<b>2,691</b>		<b>94,947</b>	<b>2,306</b>		<b>85,103</b>

(Amount in Thousands)

## PROJECT: BASIC ALLOWANCE FOR HOUSING - OFFICERS

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
<u>Differential</u>	Workyears		Amount	Workyears		Amount	Workyears		Amount
	0		0	0		0	0		0
<u>Without Dependents - Full Allowance</u>									
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
<u>Grade</u>	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
General	0	0	0	0	0	0	0	0	0
Lt General	0	36,050	0	0	37,564	0	0	39,142	0
Major General	0	34,911	0	0	36,377	0	0	37,905	0
Brig General	2	34,632	69	2	36,086	72	2	37,602	75
Colonel	13	34,332	446	13	35,774	465	12	37,276	447
Lt Colonel	92	32,764	3,014	97	34,140	3,312	83	35,574	2,953
Major	271	30,479	8,259	263	31,759	8,353	225	33,093	7,446
Captain	583	26,991	15,736	554	28,125	15,581	468	29,306	13,715
1st Lieutenant	398	23,023	9,163	409	23,990	9,812	334	24,997	8,349
2nd Lieutenant	421	20,961	8,825	454	21,842	9,916	382	22,759	8,694
Subtotal w/o Dependents	1,780		45,512	1,792		47,511	1,506		41,679
<u>Without Dependents - Partial</u>									
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
<u>Grade</u>	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	0	475	0	0	496	0	0	517	0
Lt Colonel	0	393	0	0	410	0	0	428	0
Major	2	320	1	2	334	1	2	348	1
Captain	1	266	0	1	277	0	1	289	0
1st Lieutenant	2	212	0	2	221	0	2	231	0
2nd Lieutenant	3	159	0	3	165	0	3	172	1
Subtotal BAH Domestic Partial	8		1	8		1	8		2
TOTAL BAH - DOMESTIC			136,919			142,459			126,784

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR HOUSING (OVERSEAS) - OFFICERS**

<u>With Dependents</u>	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	3	46,667	140	3	46,000	138	4	47,000	188
Lt Colonel	16	41,125	658	17	40,588	690	19	41,158	782
Major	17	37,647	640	17	37,353	635	18	37,722	679
Captain	13	33,923	441	13	33,615	437	13	34,231	445
1st Lieutenant	0	0	0	0	0	0	0	0	0
2nd Lieutenant	0	0	0	0	0	0	0	0	0
<b>Subtotal With Dependents</b>	49		1,879	50		1,900	54		2,094
<u>Without Dependents</u>	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	0	0	0	0	0	0	0	0	0
Lt General	0	0	0	0	0	0	0	0	0
Major General	0	0	0	0	0	0	0	0	0
Brig General	0	0	0	0	0	0	0	0	0
Colonel	0	37,268	0	0	34,031	0	0	34,233	0
Lt Colonel	3	32,557	98	3	31,668	95	4	31,900	128
Major	12	29,442	353	12	29,019	348	13	29,140	379
Captain	6	25,868	155	6	25,572	153	6	25,815	155
1st Lieutenant	4	25,638	103	4	25,371	101	4	25,448	102
2nd Lieutenant	0	25,538	0	0	25,189	0	0	25,403	0
<b>Subtotal w/o Dependents</b>	25		709	25		697	27		764
<b>Moving-In Housing Allowance</b>	5	9,531	48	5	9,741	49	5	9,946	50
<b>TOTAL BAH - OVERSEAS</b>			2,636			2,646			2,908
<b>GRAND TOTAL BAH</b>			139,555			145,105			129,692

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE - OFFICERS**

FY 2026 Estimate	19,568
FY 2025 Estimate	18,376
FY 2024 Actual	17,438

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a +\$1,192.0 thousand increase in the total BAS requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization 1 Jan 25 inflation rate of 1.2% on BAS: +\$117.9 thousand
- (2) Pricing Increase due to 1 Jan 26 inflation rate of 3.4% effect on BAS: +\$406.1 thousand
- (3) Program Increase due to average strength increase of 169 from 4,788 to 4,957: +\$668.0 thousand

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

	<b><u>FY 2024 Actual</u></b>			<b><u>FY 2025 Estimate</u></b>			<b><u>FY 2026 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
BAS	4,603	3,788	17,438	4,788	3,838	18,376	4,957	3,947	19,568

(Amount in Thousands)

**PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS**

FY 2026 Estimate	8,214
FY 2025 Estimate	7,638
FY 2024 Actual	2,354

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Station Allowances, Overseas consists of Cost Of Living Allowance (COLA).

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

The workyears for Cost of Living allowance is based on authorized overseas strengths for each fiscal year.

There is a +\$576.0 thousand increase in the total Overseas Station Allowance requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to impact of Basic Pay Raise on OCOLA rates: +\$202.0 thousand
- (2) Pricing Increase due to TLA Rate: +\$815.0 thousand
- (3) Program Increase due to expected number of COLA recipients: +\$50.0 thousand
- (4) Program Decrease due to expected number of TLA recipients: -\$491.0 thousand



(Amount in Thousands)

**PROJECT: STATION ALLOWANCE, OVERSEAS - OFFICERS**

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

<u>Cost of Living</u>	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<u>Grade</u>									
General	0	10,557	0	0	7,575	0	0	7,877	0
Lt. General	0	10,393	0	0	5,672	0	0	5,897	0
Major General	0	10,052	0	0	1,944	0	0	2,041	0
Brig. General	0	9,580	0	0	6,548	0	0	7,988	0
Colonel	16	9,380	151	18	5,536	100	19	6,932	132
Lt Colonel	42	9,330	392	46	5,021	231	49	6,172	302
Major	66	8,510	563	67	4,923	330	69	5,834	403
Captain	68	6,619	451	67	3,623	243	69	4,241	293
1st Lieutenant	28	5,423	151	30	2,894	87	30	3,310	99
2nd Lieutenant	28	5,058	142	31	3,076	95	32	3,404	109
<b>Subtotal Cost of Living</b>	248		1,850	259		1,086	268		1,338
<u>Temporary Lodging Allowance</u>	27	18,652	504	240	27,299	6,552	224	30,695	6,876
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			2,354			7,638			8,214

(Amount in Thousands)

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

FY 2026 Estimate	317
FY 2025 Estimate	304
FY 2024 Actual	288

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a +\$13.0 thousand increase in the total CONUS COLA requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to impact of Basic Pay Raise on CONUS COLA rates: +\$6.0 thousand
- (2) Program Increase due to number of expected recipients of CONUS COLA: +\$7.0 thousand

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
CONUS COLA	318	905	288	329	924	304	336	944	317

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCES - OFFICERS**

FY 2026 Estimate	206
FY 2025 Estimate	177
FY 2024 Actual	118

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a +\$29.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

(1) Program Increase due to number of expected recipients: +\$29.0 thousand

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

	<b>FY 2024 Actual</b>			<b>FY 2025 Estimate</b>			<b>FY 2026 Estimate</b>		
	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>	<b>Payments</b>	<b>Rate</b>	<b>Amount</b>
Initial Allowances	220	400	88	361	400	144	431	400	172
Additional Allowances	91	200	17	95	200	19	98	200	20
Civilian Clothing	16	801	13	17	818	14	17	835	14
<b>TOTAL CLOTHING ALLOWANCES</b>	<b>327</b>		<b>118</b>	<b>473</b>		<b>177</b>	<b>546</b>		<b>206</b>

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - OFFICERS**

FY 2026 Estimate	309
FY 2025 Estimate	297
FY 2024 Actual	296

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

(1) Program Increase due to number of expected recipients: +\$12.0 thousand

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

	<b><u>FY 2024 Actual</u></b>			<b><u>FY 2025 Estimate</u></b>			<b><u>FY 2026 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
PCS CONUS or Overseas with dependents not authorized	49	3,000	147	51	3,000	153	53	3,000	159
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	50	3,000	149	48	3,000	144	50	3,000	150
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	99		296	99		297	103		309

(Amount in Thousands)

**PROJECT: BASIC NEEDS ALLOWANCE**

FY 2026 Estimate	0
FY 2025 Estimate	0
FY 2024 Actual	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 equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year. Section 611 of the FY 2023 NDAA directed the BNA eligibility threshold be raised to 150 percent of the Federal Poverty Guidelines no later than January 1, 2024. This higher threshold is included in the FY 2025 and FY 2026 estimates.

**PART II- JUSTIFICATION OF FUNDS REQUESTED**

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

The component estimate for the Basic Needs Allowance was calculated using the relative populations of members by grade and proportionate demographic/location characteristics for each household.

Members are not eligible for the allowance:

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

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

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Basic Needs Allowance			0			0			0

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - OFFICERS**

FY 2026 Estimate	2,498
FY 2025 Estimate	3,241
FY 2024 Actual	2,353

**PART I - PURPOSE AND SCOPE**

Funds provide for:

- (1) Lump Sum Terminal Leave - Payments to commissioned officers for unused accrued leave at time of discharge (under honorable conditions), retirement or death under the provisions of Title 37 U.S.C., Section 501.
- (2) Disability Severance Pay - Payments made to commissioned officers who are involuntarily discharged or released from active duty. Disability severance pay is paid to a service member separated from the service for a physical disability under provisions of Title 10 U.S.C., Section 1212.
- (3) Involuntary Separation Pay - Payments to commissioned officers separated from the service for non-disability reasons under the provisions of Title 10 U.S.C., Section 1174 categorized as full pay or half pay. For full pay the service member must be involuntarily separated and fully qualified for retention and the discharge must be characterized as honorable. For half pay the service member must be involuntarily separated with the discharge characterized as honorable or under honorable conditions (general) and conditions apply as determined by the Secretary.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

There is a -\$743.0 thousand decrease in the total Separation Pay requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to LSTL average payment rate due to pay raise: +\$54.0 thousand
- (2) Pricing Increase due to Other Separation Pay rates: +\$76.0 thousand
- (3) Program Increase due to LSTL expected recipients: +\$1.0 thousand
- (4) Program Decrease due to Other Separation Pay expected recipients: -\$874.0 thousand

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

(Amount in Thousands)

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Average			Average			Average		
	Payments	Rate	Amount	Payments	Rate	Amount	Payments	Rate	Amount
<b><u>Grade</u></b>									
General	1	30,404	30	1	31,826	32	1	33,091	33
Lt General	1	21,163	21	1	22,152	22	1	23,033	23
Major General	0	19,604	0	0	0	0	0	0	0
Brig General	1	13,655	14	1	14,293	14	1	14,861	15
Colonel	30	12,207	366	21	12,778	268	21	13,286	279
Lt Colonel	38	8,724	332	27	9,131	247	26	9,494	247
Major	68	5,361	375	78	5,602	437	78	5,824	454
Captain	47	3,950	186	65	4,134	269	67	4,299	288
1st Lieutenant	5	3,128	15	13	3,281	43	14	3,411	48
2nd Lieutenant	2	2,225	4	5	2,329	12	5	2,422	12
Chief Warrant Officer 5	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 4	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 3	0	0	0	0	0	0	0	0	0
Chief Warrant Officer 2	0	0	0	0	0	0	0	0	0
Warrant Officer 1	0	0	0	0	0	0	0	0	0
Leave Buy-Back	0	0	0	0	0	0	0	0	0
<b>Subtotal Lump Sum Terminal Leave</b>	193		1,343	212		1,344	214		1,399

**Separation Pay**

Fail Promotion/Unfit	1	42,020	42	1	43,984	44	1	45,733	46
Disability	1	120,173	120	1	125,791	126	1	130,791	131
Invol-Half Pay 5%	1	44,640	45	1	46,727	47	1	48,584	49
Invol-Full Pay 10%	7	114,654	803	14	120,014	1,680	7	124,785	873
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			0			0			0
Career Status Bonus	0	0	0	0	0	0	0	0	0
<b>Subtotal Separation Pay</b>	10		1,010	17		1,897	10		1,099
<b>TOTAL SEPARATION PAYMENTS</b>	203		2,353	229		3,241	224		2,498

(Amount in Thousands)

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

FY 2026 Estimate	40,317
FY 2025 Estimate	37,225
FY 2024 Actual	33,469

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

There is a +\$3.1 million increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization of raise on FICA: +\$0.4 million
- (2) Pricing Increase due to 1 Jan 26 pay raise effect on FICA: +\$1.1 million
- (3) Program Increase due to average strength increase of 169 from 4,788 to 4,957: +\$1.3 million
- (4) Program Increase due to changes in grade structure: +\$0.3 million

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

	<b>FY 2024 Actual</b>			<b>FY 2025 Estimate</b>			<b>FY 2026 Estimate</b>		
	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>	<b>Basic Pay</b>	<b>Rate</b>	<b>Amount</b>
Social Security	438,286	7.65%	33,469	487,492	7.65%	37,225	527,838	7.65%	40,317



**PAY AND ALLOWANCES  
OF ENLISTED**

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

	<u><b>Amount</b></u>
<b>FY 2025 DIRECT PROGRAM</b>	<b>496,143</b>
<b>Move Enlisted Subsistence from BA04</b>	<b>27,289</b>
<b>Pricing Increase</b>	<b>29,253</b>
<b>Annualization (PI):</b>	<b>4,910</b>
Annualization 1 Jan 25 raise of 4.5% on Basic Pay	2,752
Annualization of raise on RPA	639
Annualization of raise on FICA	211
Annualization of raise on TSP	44
Annualization 1 Jan 25 inflation rate of 1.2% on BAS	189
Annualization 1 Jan 25 inflation rate of 4.3% on BAH	1,075
<b>Pay Raise (PI):</b>	<b>9,634</b>
1 Jan 26 pay raise of 3.8% effect on Basic Pay	7,273
1 Jan 26 pay raise effect on RPA	1,689
1 Jan 26 pay raise effect on FICA	556
1 Jan 26 pay raise effect on TSP	115
<b>Inflation Rate (PI):</b>	<b>653</b>
1 Jan 26 inflation rate of 3.4% effect on BAS	653
<b>BAH Rates (PI):</b>	<b>3,214</b>
1 Jan 26 inflation rate of 4.2% effect on BAH	3,165
1 Jan 26 inflation rate of 2.1% effect on MIHA	8
1 Jan 26 inflation rate of 2.1% effect on OHA	41

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

<b>Other (PI):</b>	<b>10,842</b>	
Increase in FICA Payments	1	
Increase in Special Pay Payments	12	
Increase in Selective Reenlistment Bonus Payments	9,887	
Increase in COLA Payments	254	
Increase in TLA Payments	480	
Increase in Clothing Payments	106	
Increase in LSTL Payments	60	
Increase in Separation Payments	42	
<b>Program Increase</b>		<b>48,279</b>
<b>Strength (PGI):</b>	<b>34,683</b>	
Increase in recipients for Base Pay due to average strength	18,443	
Change in Base Pay Due to grade mix	1,341	
Increase in recipients for FICA due to average strength	1,412	
Change in FICA Due to grade mix	103	
Increase in recipients for RPA due to average strength	4,470	
Change in RPA Due to grade mix	326	
Increase in recipients for TSP Matching Contribution	416	
Increase in recipients for Clothing	260	
Increase in recipients Housing Allowance	7,788	
Change in BAH Due to grade mix	124	
<b>Other (PGI):</b>	<b>13,596</b>	
Increase in Subsistence - BAS Enlisted Program	2,126	
Increase in Special Pay Program	8	
Increase in Selective Reenlistment Bonus Program	480	
Increase in Enlisted Bonus Program	10,636	
Increase in COLA Program	92	
Increase in TLA Program	222	
Increase in CONUS COLA Program	2	
Increase in FSA Program	30	
<b>Total Increases</b>		<b>104,821</b>

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

<b>Pricing Decrease</b>	<b>(7,520)</b>	
<b>Annualization (PI):</b>	<b>(17)</b>	
Annualization 1 Jan 25 inflation rate of 1.2% on BAS	(17)	
<b>Inflation Rate (PI):</b>	<b>(58)</b>	
1 Jan 26 inflation rate of 3.4% effect on BAS	(58)	
<b>Other (PI):</b>	<b>(7,445)</b>	
Decrease in RPA Payments	(5,329)	
Decrease in Selective Reenlistment Bonus Payments	(480)	
Decrease in Enlisted Bonus Payments	(1,636)	
<b>Program Decrease</b>	<b>(27,407)</b>	
<b>Strength (PGD):</b>	<b>(19,835)</b>	
Decrease in recipients for Clothing	(425)	
Change in BAH Due to grade mix	(19,410)	
<b>Other (PGD):</b>	<b>(7,572)</b>	
Decrease in CONUS COLA funding will be offset by funding sourced from the Reconciliation Bill (H.R.1) upon enactment.	(3,594)	
Decrease in Subsistence - BAS Enlisted Program	(159)	
Decrease in Special Pay Program	(10)	
Decrease in Selective Reenlistment Bonus Program	(3,087)	
Decrease in LSTL Program	(59)	
Decrease in Separation Payments	(663)	
<b>Total Decreases</b>		<b>(34,927)</b>
<b>FY 2026 DIRECT PROGRAM</b>		<b>566,037</b>

(Amount in Thousands)

**PROJECT: BASIC PAY - ENLISTED**

FY 2026 Estimate	282,012
FY 2025 Estimate	252,202
FY 2024 Actual	215,370

**PART I - PURPOSE AND SCOPE**

Funds provide basic compensation for enlisted members of the Space Force.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

FY 2024 beginning strength was 4,513 and end strength was 4,872 using 4,818 workyears.

FY 2025 beginning strength was 4,872 and end strength is projected to be 5,402 using 5,298 workyears.

FY 2026 beginning strength will be 5,402 and end strength is projected to be 5,557 using 5,670 workyears.

There is a +\$29.8 million increase in the total Basic Pay requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization 1 Jan 25 raise of 4.5% on Basic Pay: +\$2.8 million
- (2) Pricing Increase due to 1 Jan 26 pay raise of 3.8% effect on Basic Pay: +\$7.3 million
- (3) Program Increase due to average strength increase of 372 from 5,298 to 5,670: +\$18.4 million
- (4) Program Increase due to changes in grade structure: +\$1.3 million

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount	Workyears	Average Rate	Amount
<b><u>Grade</u></b>									
Chief Master Sergeant	51	96,040	4,834	60	100,530	6,032	68	104,526	7,108
Senior Master Sergeant	143	76,972	10,842	153	80,570	12,327	161	83,773	13,487
Master Sergeant	644	65,638	42,271	681	69,424	47,278	704	72,184	50,817
Technical Sergeant	860	54,488	46,860	989	57,458	56,826	1,110	59,742	66,314
Sergeant	1,098	44,325	48,669	1,080	47,418	51,212	1,225	49,303	60,397
Specialist 4	725	35,586	25,800	805	39,118	31,490	799	40,673	32,498
Specialist 3	979	28,908	28,301	1,153	31,715	36,567	1,252	32,976	41,286
Specialist 2	159	26,752	4,253	207	29,466	6,100	185	30,638	5,668
Specialist 1	159	22,528	3,540	170	25,708	4,370	166	26,730	4,437
<b>TOTAL BASIC PAY</b>	4,818		215,370	5,298		252,202	5,670		282,012

(Amount in Thousands)

**PROJECT: RETIRED PAY ACCRUAL - ENLISTED**

FY 2026 Estimate	68,380
FY 2025 Estimate	66,584
FY 2024 Actual	64,055

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

The budgetary estimates are derived as a product of:

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

There is a +\$1,795.3 thousand increase in the total RPA requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization of raise on RPA: +\$639.0 thousand
- (2) Pricing Increase due to 1 Jan 26 pay raise effect on RPA: +\$1,689.3 thousand
- (3) Program Increase due to average strength increase of 372 from 5,298 to 5,670: +\$4,470.0 thousand
- (4) Program Increase due to changes in grade structure: +\$326.0 thousand
- (5) Pricing Decrease due to Reduction in Normal Cost Percentage (NCP) AC full-time rates: -\$5,329.0 thousand

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

	<b>FY 2024 Actual</b>			<b>FY 2025 Estimate</b>			<b>FY 2026 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b>Active Component</b>									
Retired Pay Accrual - Full Time	4,669	13,341	62,289	5,100	12,640	64,464	5,511	12,046	66,387
<b>Reserve Component</b>									
Retired Pay Accrual - Part Time	149	11,852	1,766	198	10,707	2,120	159	12,535	1,993
<b>Total Retired Pay Accrual</b>	<b>4,818</b>	<b>13,295</b>	<b>64,055</b>	<b>5,298</b>	<b>12,568</b>	<b>66,584</b>	<b>5,670</b>	<b>12,060</b>	<b>68,380</b>

(Amount in Thousands)

**PROJECT: THRIFT SAVINGS PLAN (TSP) - MATCHING CONTRIBUTIONS**

FY 2026 Estimate	4,585
FY 2025 Estimate	4,010
FY 2024 Actual	3,666

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a +\$575 thousand increase in the total TSP requirement between FY 2025 and FY 2026. This change in requirement is based on basic pay raise along with increased participation assumptions as more personnel enter the blended retirement system (BRS) program in early implementation years.

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

	<b><u>FY 2024 Actual</u></b>			<b><u>FY 2025 Estimate</u></b>			<b><u>FY 2026 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
Thrift Savings Plan (TSP) - Matching Contributions			3,666			4,010			4,585

(Amount in Thousands)

**PROJECT: INCENTIVE PAY - ENLISTED**

FY 2026 Estimate	16
FY 2025 Estimate	16
FY 2024 Actual	16

**PART I - PURPOSE AND SCOPE**

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

The Fiscal 2024 National Defense Authorization Act (NDAA), Public Law No. 118.31, § 611 extends certain expiring bonus and special pay authorities as outlined under provisions of Title 37 U.S.C., § 351, § 334, § 351 and §353 for one year through December 31, 2024, as follows:

- 1) Flying Duty Crew Member – A member who is required by competent orders to participate frequently and regularly in aerial flights. Minimum monthly flight requirements must be attained to qualify for this pay. The amount not to exceed \$250 per month, per DoD 7000.14-R Financial Management Regulation (FMR) Volume 7A Chapter 22, paragraph 2.13.1
- 2) Experimental Stress - Duties involving an unusually high level of physiological or other stress; specifically (a) duty inside a high (hyperbaric) or low pressure (altitude) chamber, (b) duty as a human acceleration/deceleration test subject, or (c) duty as a human test subject in thermal stress experiments. It is paid under specified conditions in a monthly amount of \$150 in accordance with DoD 7000.14-R Financial Management Regulation Volume (FMR) Volume 7A, Chapter 24, Paragraph 6.2 and Title 37 U.S.C. § 351.
- 3) Demolition – Explosive demolition as a primary duty including training for such duty. Paid to enlisted Guardians who demolish (using explosives) underwater objects, obstacles, or explosives, or who recover and render harmless (by disarming or demolition) explosives which have failed to function as intended or which become a potential hazard. Participate as students or instructors in instructional training, including in the field or fleet provided live explosives are used in the training. Participate in proficiency training, including in the field or fleet for the maintenance of skills in the duties provided live explosives are used. Experiment with or develop tools, equipment, or procedures for the demolition and rendering harmless of explosives, provided live explosives are used. Demolition is paid under specified conditions in Title 351 and DOD 7000.14R Financial Management Regulation (FMR) Volume 7A, Chapter 24, Paragraph 5.2 at a monthly rate of \$150. NOTE: This pay does not apply to enlisted Space Force Special Warfare (SFSPECWAR) Guardians receiving SWSIP.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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



(Amount in Thousands)

**PROJECT: INCENTIVE PAY - ENLISTED**

Detailed cost computations are provided by the following table:

**Flying Duty Crew Members**

<b><u>Grade</u></b>	<b><u>FY 2024 Actual</u></b>			<b><u>FY 2025 Estimate</u></b>			<b><u>FY 2026 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
Staff Sergeant	2	2,280	5	2	2,280	5	2	2,280	5
Senior Airman	2	1,980	4	2	1,980	4	2	1,980	4
<b>Subtotal Flying Duty Crew</b>	<b>4</b>		<b>9</b>	<b>4</b>		<b>9</b>	<b>4</b>		<b>9</b>
<b><u>Flying Duty Non-Crew Members</u></b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

	<b><u>FY 2024 Actual</u></b>			<b><u>FY 2025 Estimate</u></b>			<b><u>FY 2026 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Career Enlisted Flyer Incentive Pay</u></b> <b>Years Aviation Service</b>									
<b>Subtotal Career Enlisted Flyer Incentive Pay</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b><u>Critical Skills Incentive Pay</u></b> <b>Years Aviation Service</b>									
<b>Subtotal Critical Skills Incentive Pay</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b><u>Aviation Incentive Pay</u></b> <b>Years Aviation Service</b>									
<b>Subtotal Aviation Incentive Pay</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>	<b>0</b>		<b>0</b>
<b>Subtotal Flying Duty Pay</b>	<b>4</b>		<b>9</b>	<b>4</b>		<b>9</b>	<b>4</b>		<b>9</b>

(Amount in Thousands)

PROJECT: INCENTIVE PAY - ENLISTED

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<u>Demolition</u>	3	1,800	5	3	1,800	5	3	1,800	5
	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Special Warfare Skill Incentive Pay									
Subtotal SWSIP	0		0	0		0	0		0
<u>Other Incentive Duty Pay</u>									
Pressure Chamber Observer	1	1,800	2	1	1,800	2	1	1,800	2
Subtotal Other Incentive Duty Pay	1		2	1		2	1		2
TOTAL INCENTIVE PAY	8		16	8		16	8		16

PROJECT: SPECIAL PAY - ENLISTED

FY 2026 Estimate	3,490
FY 2025 Estimate	3,480
FY 2024 Actual	3,430

**PART I - PURPOSE AND SCOPE**

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

- (1) Personal Money Allowance for the Chief Master Sergeant of the Space Force (CMSSF) – Authorized for enlisted service members whom assume the role as the senior-most enlisted member of their Military Service under the provisions of Title 37 U.S.C., Sections 413 and 414. This allowance is in addition to any other pay or allowance authorized. Personal Money Allowance is authorized \$2,000 a year while serving (\$166.67/month).
- (2) Continuation Pay (CP) – The National Defense Authorization Act (NDAA) 2016, P.L. 114-92, Section 634, authorizes the Secretary to make a payment of continuation pay to each member under the new modernized retirement system, known as the Blended Retirement System (BRS). CP is one aspect of the BRS. Members of the Uniformed Services who are covered by this BRS are eligible to receive a one-time, mid-career bonus payment in exchange for an agreement to perform additional obligatory service. This one (1) time bonus payment is in addition to any other career field-specific incentives or retention bonuses. The Services began making payments in FY 2018, pursuant to the January 1, 2018 effective date of the BRS.
- (3) Foreign Language Proficiency Bonus (FLPB) – Authorized in Title 37 U.S.C., Section 353(b)(1) for commissioned officers and enlisted service members who have been certified as proficient in a foreign language identified on the DoD Strategic Language List (SLL) or designated by the Secretary of the Military Department concerned as a foreign language or dialect for which proficient enlisted service members are required to accomplish DoD Component specific missions, who are: (a) qualified in a military specialty requiring such proficiency; (b) assigned to military duties requiring such a proficiency; or (c) is proficient in a language for which DoD or the Secretary of the Military Department concerned has identified a need. The monthly rate shall not exceed \$500/month for a single language, or \$1,000/month for any combination of languages, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 19, Paragraph 2.5.2.
- (4) Assignment Incentive Pay (AIP):
  - a. Cavalier Assignment Incentive Pay – Incentive pay of \$700 per month, in accordance with DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 15, Paragraph 5.7 to enlisted Guardian (SF) who are permanently assigned to the 21st Space Wing as part of the 10th Space Warning Squadron at Cavalier Air Force Station, North Dakota (under the command of the United States Space Force (USSF)). This incentive pay assists the enlisted Guardian and their families in weathering persistent quality of life challenges effecting the unit's ability to attract and retain quality enlisted Guardian. IAW DoDI 1340.26, this incentive pay has been activated from 8 January 2020 until 31 December 2020 to offset the effects associated with decreased quality of life, relative to a traditional Air Force installation, at this geographically remote location; subsequently, the Secretary of the Air Force has extended the program to 31 December 2025 during FY 2024.
  - b. Cyber AIP – The purpose of this executive summary is to request approval for Cyber Assignment Incentive Pay (CAIP). CAIP will utilize a tiered system based on work roles and associated proficiency levels directly contributing to, or in support of, Cyber Effects Operations (CEO). Active Duty members may earn up to \$1,500 per month for being certified in accordance with USCYBERCOM, National Security Agency (NSA), or equivalent Job Qualification Requirements (JQR) and performing duties in authorized work roles. This incentive pay will recruit and retain skilled and certified cyber professionals executing critical operations vital to national security. Implementation of this incentive will ensure that we build and maintain a strong and proficient cyber workforce capable of effectively responding to emergent cyber threats and continue to outpace our adversaries.

(Amount in Thousands)

**PROJECT: SPECIAL PAY - ENLISTED**

- (5) Hardship Duty Location Pay (HDLP) - Payment to service members assigned to locations or duties designated by the Secretary of Defense as Quality of Life (QOL) hardship locations under the provisions of Title 37 U.S.C. § 305. The payment is based on service member's designated locations. Hardship Duty Pay is payable to service members at a monthly rate not to exceed \$150, per DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 17.
- (6) Hostile Fire Pay (HFP)/Imminent Danger Pay (IDP) - Paid to service members who serve in designated areas subject to specific dangers. IDP is paid on a daily pro-rated basis not to exceed \$225 per month when a service member is on official duty in a designated IDP area. The Fiscal Year 2012 National Defense Authorization Act modified IDP payments, limiting eligibility to only the actual days served in a qualifying area; \$7.50 for each day they are on official duty in an IDP area up to the maximum monthly rate of \$225. HFP is paid \$225 per month when, as certified by the appropriate commander, a service member is: (a) Subjected to hostile fire or explosion of a hostile mine, or (b) on duty in an area in close proximity to a hostile fire incident and the service member is in danger of being exposed to the same dangers actually experienced by other service members subjected to hostile fire or explosion of hostile mines, or killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action. If a service member receives HFP; IDP cannot be received. See DoD 7000.14-R Financial Management Regulation Volume 7A, Chapter 10 for guidance.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a +\$10.0 thousand increase in the total program requirement between FY 2025 and FY 2026. Change is primarily due to expected Program Increase due to increased Special Pay recipients.

Detailed cost computations are provided by the following table:

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Personal Money Allowance (CMSSF)	1	2,000	2	1	2,000	2	1	2,000	2
Continuation Pay	23	10,302	246	20	11,394	226	19	11,848	225
Foreign Language Proficiency Bonus	60	5,363	343	70	5,758	403	70	5,804	406
Hostile Fire Pay	14	2,700	38	15	2,700	41	16	2,700	43
Hardship Duty Location Pay	64	1,200	77	70	1,200	84	75	1,200	90
<b>Assignment Incentive Pay</b>									
Cavalier AIP	27	8,400	227	27	8,400	227	27	8,400	227
Cyber AIP	999	4,213	2,497	999	2,500	2,497	999	2,500	2,497
<b>Subtotal Assignment Incentive Pay</b>	1,026		2,724	1,026		2,724	1,026		2,724
<b>TOTAL SPECIAL PAY</b>	1,188		3,430	1,202		3,480	1,207		3,490

(Amount in Thousands)

**PROJECT: SPECIAL DUTY ASSIGNMENT PAY - ENLISTED**

FY 2026 Estimate	2,351
FY 2025 Estimate	2,351
FY 2024 Actual	867

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

SDAP is currently authorized for recruiters, Basic Military Training (BMT) instructors, Human Intelligence (HUMINT) debriefers, Combat Controllers (CCT), Pararescue (PJ) operators, Command Chief Master Sergeants, First Sergeants, Defense Attaché Office (DAO) liaisons, enlisted Air Force Specialty Codes (AFSCs) critical to the Nuclear Enterprise, Air Force Office of Special Investigations (AFOSI) agents, Air Traffic Control (ATC) supervisors, Postal and National Defense Advisory Commission (NDAC) enablers, Tactical Air Command and Control Party (TACP) operators, enlisted weapons directors, parachute instructors, test parachute program, Special Reconnaissance operators, Phoenix Raven Security Forces defenders, Forward Area Refueling Point (FARP) enablers, flying crew chiefs, defense couriers, enlisted Guardians of two (2) joint and headquarters operational and support commands, enlisted Guardians of three (3) special government agencies, public affairs assigned to recruiting squadrons, air transportation, and classified Space Force projects. These are extremely difficult duties that may involve an unusual degree of responsibility in military skill. The Space Force conducts SDAP reviews and requires periodic justification of these duties, resulting in changes as needed. This program is dynamic, and additions or deletions of skills are required throughout the year.

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

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

	<b><u>FY 2024 Actual</u></b>		<b><u>FY 2025 Estimate</u></b>		<b><u>FY 2026 Estimate</u></b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
SD-6 (\$450)	43	232	238	1,285	238	1,285
SD-5 (\$375)	7	32	89	401	89	401
SD-4 (\$300)	99	357	26	94	26	94
SD-3 (\$225)	83	224	127	343	127	343
SD-2 (\$150)	11	20	121	218	121	218
SD-1 (\$75)	2	2	11	10	11	10
<b>TOTAL SPECIAL DUTY ASSIGNMENT PAY</b>	245	867	612	2,351	612	2,351

(Amount in Thousands)

**PROJECT: SELECTIVE RETENTION BONUS - ENLISTED**

FY 2026 Estimate	29,800
FY 2025 Estimate	23,000
FY 2024 Actual	10,000

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Maintaining skilled manning in line with requirements as well as retaining essential experience required to meet current and emerging missions is the intent of the SRB. Space Force competes with the civilian sector for highly marketable skills and as retention continues to be a top priority, expanded monetary inducements are required to keep highly trained and experienced enlisted Guardians.

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

There is a +\$6.8 million increase in the total program requirement between FY 2025 and FY 2026. The change is primarily due to change in overall enlisted work-years.

- (1) Pricing Increase due to average initial bonus amount increase: +\$9.9 million
- (2) Program Increase due to larger reenlistment target population: +\$0.5 million
- (3) Pricing Decrease due to average anniversary bonus amount decrease: -\$0.5 million

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Average Rate	Amount	Number	Average Rate	Amount	Number	Average Rate	Amount
Initial Payments	1,250	6,880	8,600	2,247	8,100	18,200	2,000	12,500	25,000
Anniversary Payments	189	7,407	1,400	1,800	2,667	4,800	2,000	2,400	4,800
Accelerated Payments	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	1,439		10,000	4,047		23,000	4,000		29,800

(Amount in Thousands)

**PROJECT: SELECTIVE RETENTION BONUS - ENLISTED**

	<b>FY 2024</b>		<b>FY 2025</b>		<b>FY 2026</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Prior Obligations (FY23 & Prior)	189	1,400				
Accelerated Payments						
Prior Year FY 2024						
Initial Payments	1,250	8,600				
Anniversary Payments			1,800	4,800		
Current Year FY 2025						
Initial Payments			2,247	18,200		
Anniversary Payments					2,000	4,800
Budget FY 2026						
Initial Payments					2,000	25,000
Anniversary Payments						
Total						
Initial Payments	1,250	8,600	2,247	18,200	2,000	25,000
Anniversary Payments	189	1,400	1,800	4,800	2,000	4,800
<b>Total SRB</b>	1,439	10,000	4,047	23,000	4,000	29,800

(Amount in Thousands)

**PROJECT: ENLISTMENT BONUS**

FY 2026 Estimate	13,000
FY 2025 Estimate	4,000
FY 2024 Actual	16

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Funds are required for the most hard to fill skills, and typically these consist of critical career fields in the Space Force inventory.

There is a +\$9.0 million increase in the total program requirement between FY 2025 and FY 2026. The change is primarily due to change in overall enlisted work-years.

- (1) Program Increase due to larger number of members receiving bonuses: +\$10.6 million
- (2) Pricing Decrease due to average bonus amount decrease: -\$1.6 million

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



(Amount in Thousands)

**PROJECT: ENLISTMENT BONUS**

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

Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
0	1,000	0	0	1,000	0	0	1,000	0
0	1,500	0	0	1,500	0	0	1,500	0
0	2,000	0	0	2,000	0	0	2,000	0
0	2,500	0	0	2,500	0	0	2,500	0
0	3,000	0	0	3,000	0	0	3,000	0
1	4,000	4	0	4,000	0	0	4,000	0
0	5,000	0	0	5,000	0	0	5,000	0
0	6,000	0	0	6,000	0	0	6,000	0
0	7,000	0	0	7,000	0	0	7,000	0
0	8,000	0	0	8,000	0	0	8,000	0
0	9,000	0	0	9,000	0	0	9,000	0
0	10,000	0	0	10,000	0	0	10,000	0
0	11,000	0	0	11,000	0	0	11,000	0
1	12,000	12	0	12,000	0	0	12,000	0
0	13,000	0	0	13,000	0	0	13,000	0
0	14,000	0	0	14,000	0	0	14,000	0
0	15,000	0	0	15,000	0	0	15,000	0
0	16,000	0	0	16,000	0	0	16,000	0
0	17,000	0	0	17,000	0	0	17,000	0
0	18,000	0	0	18,000	0	0	18,000	0
0	19,500	0	0	19,500	0	0	19,500	0
0	20,000	0	0	20,000	0	450	20,000	9,000
0	30,000	0	0	30,000	0	0	30,000	0
0	40,000	0	100	40,000	4,000	100	40,000	4,000
0	50,000	0	0	50,000	0	0	50,000	0
0	65,000	0	0	65,000	0	0	65,000	0
0	75,000	0	0	75,000	0	0	75,000	0
<b>Total</b>	<b>2</b>	<b>16</b>	<b>100</b>		<b>4,000</b>	<b>550</b>		<b>13,000</b>

(Amount in Thousands)

PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

FY 2026 Estimate	98,666
FY 2025 Estimate	105,880
FY 2024 Actual	97,921

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

There is a -\$7.2 million decrease in the total BAH requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization 1 Jan 25 inflation rate of 4.3% on BAH: +\$1.1 million
- (2) Pricing Increase due to 1 Jan 26 inflation rate of 4.2% effect on BAH: +\$3.2 million
- (3) Program Increase due to change in expected BAH recipients: +\$7.8 million
- (4) Program Increase due to changes in grade structure: +\$0.1 million
- (5) Program Decrease due to changes in grade structure: -\$19.4 million

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

**With Dependents**

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b><u>Grade</u></b>									
Chief Master Sergeant	48	31,354	1,505	54	32,704	1,766	50	34,080	1,704
Senior Master Sergeant	113	29,726	3,359	117	31,000	3,627	98	32,306	3,166
Master Sergeant	504	28,571	14,400	507	29,793	15,105	429	31,044	13,318
Technical Sergeant	569	27,429	15,607	622	28,627	17,806	571	29,828	17,032
Sergeant	512	24,350	12,467	479	25,390	12,162	445	26,456	11,773
Specialist 4	226	23,376	5,283	236	24,398	5,758	196	25,423	4,983
Specialist 3	259	22,710	5,882	290	23,676	6,866	257	24,669	6,340
Specialist 2	31	22,516	698	40	23,500	940	36	24,472	881
Specialist 1	24	22,292	535	25	23,240	581	25	24,200	605
<b>Subtotal with Dependents</b>	<b>2,286</b>		<b>59,736</b>	<b>2,370</b>		<b>64,611</b>	<b>2,107</b>		<b>59,802</b>

(Amount in Thousands)

## PROJECT: BASIC ALLOWANCE FOR HOUSING - ENLISTED

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears		Amount	Workyears		Amount	Workyears		Amount
<b><u>Differential</u></b>	2		7	2		8	2		8
<b><u>Without Dependents - Full Allowance</u></b>	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b><u>Grade</u></b>									
Chief Master Sergeant	3	27,011	81	4	28,172	113	3	29,356	88
Senior Master Sergeant	25	26,013	650	25	27,132	678	22	28,271	622
Master Sergeant	126	23,927	3,015	126	24,956	3,144	108	26,004	2,808
Technical Sergeant	256	22,230	5,690	283	23,186	6,562	259	24,160	6,257
Sergeant	509	20,166	10,264	480	21,033	10,096	445	21,916	9,753
Specialist 4	429	17,598	7,550	457	18,354	8,388	369	19,125	7,057
Specialist 3	300	17,380	5,214	338	18,127	6,127	300	18,889	5,667
Specialist 2	33	17,100	564	43	17,836	767	38	18,585	706
Specialist 1	25	16,705	418	27	17,423	470	26	18,155	472
<b>Subtotal without Dependents (Full)</b>	1,706		33,446	1,783		36,345	1,570		33,430
<b><u>Without Dependents - Partial Allowance Standard Rate</u></b>	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b><u>Grade</u></b>									
Chief Master Sergeant	0	223	0	0	233	0	0	243	0
Senior Master Sergeant	0	184	0	0	192	0	0	200	0
Master Sergeant	0	144	0	0	150	0	0	157	0
Technical Sergeant	1	119	0	1	124	0	1	129	0
Sergeant	10	104	1	10	109	1	11	113	1
Specialist 4	44	97	4	49	101	5	48	106	5
Specialist 3	416	93	39	490	97	48	532	102	54
Specialist 2	94	86	8	122	90	11	109	94	10
Specialist 1	110	83	9	118	86	10	115	90	10
<b>Subtotal BAH Domestic Partial - Standard I</b>	675		61	790		75	816		80
<b><u>BAH Partial - Higher than Standard Rate</u></b>	0		0	0		0	0		0
<b>Subtotal BAH Domestic Partial</b>			61						
<b>TOTAL BAH - DOMESTIC</b>			93,250			100,964			93,240

(Amount in Thousands)

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

**With Dependents**

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b>Grade</b>									
Chief Master Sergeant	0	0	0	0	0	0	0	0	0
Senior Master Sergeant	2	32,500	65	2	32,000	64	2	32,500	65
Master Sergeant	12	32,333	388	13	32,000	416	13	32,231	419
Technical Sergeant	22	31,227	687	25	31,000	775	28	31,429	880
Sergeant	24	29,250	702	24	29,167	700	27	29,444	795
Specialist 4	8	28,500	228	9	28,222	254	9	28,889	260
Specialist 3	2	28,500	57	2	28,000	56	3	28,000	84
Specialist 2	0	0	0	0	0	0	0	0	0
Specialist 1	0	0	0	0	0	0	0	0	0
<b>Subtotal with Dependents</b>	70		2,127	75		2,265	82		2,503

**Without Dependents**

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b>Grade</b>									
Chief Master Sergeant	0	28,133	0	0	26,483	0	0	26,000	0
Senior Master Sergeant	2	26,775	54	2	25,350	51	2	25,296	51
Master Sergeant	5	26,133	131	5	25,458	127	5	25,288	126
Technical Sergeant	16	25,248	404	18	24,878	448	21	24,979	525
Sergeant	47	23,939	1,125	46	23,769	1,093	52	23,765	1,236
Specialist 4	16	23,936	383	18	23,498	423	18	23,974	432
Specialist 3	4	23,846	95	5	23,102	116	5	23,401	117
Specialist 2	0	22,682	0	0	21,640	0	0	21,841	0
Specialist 1	0	22,586	0	0	22,291	0	0	21,834	0
<b>Subtotal without Dependents</b>	90		2,192	94		2,258	103		2,487
<b>Moving-In Housing Allowance</b>	43	8,191	352	47	8,371	393	51	8,547	436
<b>TOTAL BAH - OVERSEAS</b>			4,671			4,916			5,426
<b>GRAND TOTAL BAH</b>			97,921			105,880			98,666

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE**

FY 2026 Estimate	30,023
FY 2025 Estimate	0
FY 2024 Actual	0

**PART I - PURPOSE AND SCOPE**

Funds provide for the payment of subsistence allowances to active duty enlisted Guardians under the provisions of Title 37 U.S.C., Section 402.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

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

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE**

There is a +\$30,023.0 thousand increase in the total BAS requirement between FY 2025 and FY 2026. The requirement change is due to:

- (2) Pricing Increase due to Annualization 1 Jan 25 inflation rate of 1.2% on BAS: +\$189.5 thousand
- (3) Pricing Increase due to 1 Jan 26 inflation rate of 3.4% effect on BAS: +\$652.5 thousand
- (4) Program Increase due to workyear increase: +\$2,126.0 thousand
- (5) Pricing Decrease due to annualization of inflation on collections: -\$16.9 thousand
- (6) Pricing Decrease due to inflation on collections: -\$58.1 thousand
- (7) Program Decrease due to increase in number of expected collections: -\$159.0 thousand

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Subsistence of Enlisted Personnel</b>									
<b>Basic Allowance for Subsistence - Enlisted</b>									
When Authorized to Mess Separately	-	-	-	-	-	-	5,665	5,732	32,470
Basic Allowance for Subsistence Type II	-	-	-	-	-	-	0	0	0
Collections at Discount Meal Rate			-			-			(2,447)
<b>Subtotal Basic Allowance for Subsistence - Enlisted</b>	<b>-</b>		<b>-</b>	<b>-</b>		<b>-</b>	<b>5,665</b>		<b>30,023</b>
<b>Total Subsistence of Enlisted Personnel</b>			<b>-</b>			<b>-</b>			<b>30,023</b>

(Amount in Thousands)

**PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED**

FY 2026 Estimate	2,514
FY 2025 Estimate	5,060
FY 2024 Actual	2,179

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

The work years for cost-of-living allowance is based on authorized overseas strengths for each fiscal year.

The FY 2026 request for Enlisted Allowances includes \$15,304 thousand of discretionary and \$3,594 thousand of mandatory (reconciliation) for a total of \$18,898 thousand. The mandatory funds authorize supplemental payments to military personnel to secure suitable housing in areas with a high cost of living. Further information for this reconciliation request is provided in the Reconciliation Exhibit Section 20001: Quality of Life.

There is a -\$2,546.0 thousand decrease in the total Overseas Station Allowance requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to impact of Basic Pay Raise on OCOLA rates: +\$254.0 thousand
- (2) Pricing Increase due to TLA Rate: +\$480.0 thousand
- (3) Program Increase due to expected number of COLA recipients: +\$92.0 thousand
- (4) Program Increase due to expected number of TLA recipients: +\$222.0 thousand
- (5) Pricing Decrease Due to Mandatory (Reconciliation): -\$3,594.0 thousand

(Amount in Thousands)

**PROJECT: STATION ALLOWANCE, OVERSEAS - ENLISTED**

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

**Cost of Living**

	<b>FY 2024 Actual</b>			<b>FY 2025 Estimate</b>			<b>FY 2026 Estimate</b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Grade</u></b>									
Chief Master Sergeant	4	7,382	30	5	4,065	20	5	4,801	24
Senior Master Sergeant	9	6,951	63	10	3,661	37	10	4,482	45
Master Sergeant	39	6,446	252	41	3,631	149	43	4,498	193
Technical Sergeant	69	5,665	390	79	3,122	247	89	3,928	350
Sergeant	89	4,779	426	88	2,536	223	99	3,204	317
Specialist 4	62	3,951	245	69	2,070	143	68	2,683	182
Specialist 3	74	3,257	241	87	1,781	155	95	2,139	203
Specialist 2	12	2,973	36	16	1,638	26	14	1,987	28
Specialist 1	12	2,737	33	13	1,592	21	13	1,906	25
<b>Subtotal Cost of Living</b>	370		1,716	408		1,021	436		1,367
<b><u>Temporary Lodging Allowance</u></b>	30	15,433	463	183	22,071	4,039	192	5,974	1,147
<b>TOTAL STATION ALLOWANCES-OVERSEAS</b>			2,179			5,060			2,514



(Amount in Thousands)

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

FY 2026 Estimate	25
FY 2025 Estimate	23
FY 2024 Actual	27

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a +\$2.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

(1) Program Increase due to number of expected recipients: +\$2.0 thousand

	<b><u>FY 2024 Actual</u></b>			<b><u>FY 2025 Estimate</u></b>			<b><u>FY 2026 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
CONUS COLA	37	736	27	31	753	23	33	768	25

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCE - ENLISTED**

FY 2026 Estimate	5,001
FY 2025 Estimate	5,060
FY 2024 Actual	3,023

**PART I - PURPOSE AND SCOPE**

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

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a -\$59.0 thousand decrease in the total program requirement between FY 2025 and FY 2026. The change is primarily due to change in overall enlisted work-years.

- (1) Pricing Increase due to rate changes due to inflation: +\$106.0 thousand
- (2) Program Increase due to number of expected recipients: +\$260.0 thousand
- (3) Program Decrease due to number of expected recipients: -\$425.0 thousand

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

(Amount in Thousands)

**PROJECT: CLOTHING ALLOWANCE - ENLISTED**

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
<b><u>Initial Allowances</u></b>									
<b><u>Military Clothing</u></b>									
Civilian Life (Male)	47	2,078	98	546	2,223	1,214	430	2,270	976
Civilian Life (Female)	47	2,460	116	234	2,641	618	184	2,697	496
Officer Tng School (Male)	62	605	52	77	974	75	58	1,000	58
Officer Tng School (Female)	15	757	16	22	1,182	26	15	1,200	18
<b>Subtotal Military Clothing</b>	171		282	879		1,933	687		1,548
<b><u>Civilian Clothing</u></b>									
Initial	55	1,200	66	60	1,227	74	65	1,253	81
Continuing	50	401	20	55	410	23	59	419	25
TDY	184	601	111	202	614	124	217	627	136
<b>Subtotal Civilian Clothing</b>	289		197	317		221	341		242
<b>TOTAL INITIAL ALLOWANCES</b>	460		479	1,196		2,154	1,028		1,790
<b><u>Maintenance Allowance</u></b>									
<b><u>Military Clothing</u></b>									
Guardians (Male)	1,271	371	472	1,398	397	555	1,496	406	607
Guardians (Female)	333	379	126	366	408	149	392	417	163
<b>Subtotal</b>	1,604		598	1,764		704	1,888		770
<b><u>Standard Maintenance Allowance</u></b>									
<b><u>Military Clothing (37th Month)</u></b>									
Guardians (Male)	1,828	531	970	1,919	567	1,089	2,116	579	1,226
Guardians (Female)	467	541	253	514	583	300	550	595	327
<b>Subtotal</b>	2,295		1,223	2,433		1,389	2,666		1,553
<b><u>Supplemental Maint. Allow.</u></b>	1,774	408	723	1,951	416	813	2,088	425	888
<b>TOTAL CLOTHING ALLOWANCE</b>			3,023			5,060			5,001

(Amount in Thousands)

**PROJECT: FAMILY SEPARATION ALLOWANCES - ENLISTED**

FY 2026 Estimate	438
FY 2025 Estimate	408
FY 2024 Actual	396

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a +\$30.0 thousand increase in the total FSA requirement between FY 2025 and FY 2026. The requirement change is due to:

(1) Program Increase due to number of expected recipients: +\$30.0 thousand

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

	<b><u>FY 2024 Actual</u></b>			<b><u>FY 2025 Estimate</u></b>			<b><u>FY 2026 Estimate</u></b>		
	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>	<b>Workyears</b>	<b>Rate</b>	<b>Amount</b>
PCS CONUS or Overseas with dependents not authorized	51	3,000	153	56	3,000	168	60	3,000	180
TDY CONUS or Overseas for more than 30 days with dependents not residing near TDY station	81	3,000	243	80	3,000	240	86	3,000	258
<b>TOTAL FAMILY SEPARATION ALLOWANCE</b>	132		396	136		408	146		438

(Amount in Thousands)

**PROJECT: BASIC NEEDS ALLOWANCE**

FY 2026 Estimate	2,113
FY 2025 Estimate	2,113
FY 2024 Actual	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 equal to one twelfth of the difference between 130 percent of the Federal Poverty guidelines and the gross household income of the covered service during the preceding year. Section 611 of the FY 2023 NDAA directed the BNA eligibility threshold be raised to 150 percent of the Federal Poverty Guidelines no later than January 1, 2024. This higher threshold is included in the FY 2025 and FY 2026 estimates.

**PART II- JUSTIFICATION OF FUNDS REQUESTED**

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

The component estimate for the Basic Needs Allowance was calculated using the relative populations of members by grade and proportionate demographic/location characteristics for each household.

Members are not eligible for the allowance:

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

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

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

	<u>FY 2024 Actual</u>			<u>FY 2025 Estimate</u>			<u>FY 2026 Estimate</u>		
	Workyears	Rate	Amount	Workyears	Rate	Amount	Workyears	Rate	Amount
Basic Needs Allowance			0			2,113			2,113

(Amount in Thousands)

**PROJECT: SEPARATION PAYMENTS - ENLISTED**

FY 2026 Estimate	1,970
FY 2025 Estimate	2,590
FY 2024 Actual	1,300

**PART I - PURPOSE AND SCOPE**

Funds provide payment to enlisted service members for:

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

There is a -\$620.0 thousand decrease in the total Separation Pay requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to LSTL average payment rate due to pay raise: +\$60.0 thousand
- (2) Pricing Increase due to Other Separation Pay rates: +\$42.0 thousand
- (3) Program Decrease due to LSTL expected recipients: -\$59.0 thousand
- (4) Program Decrease due to Other Separation Pay expected recipients: -\$663.0 thousand

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

(Amount in Thousands)

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Payments	Average Rate	Amount	Payments	Average Rate	Amount	Payments	Average Rate	Amount
<b><u>Grade</u></b>									
Chief Master Sergeant	7	6,294	47	72	6,579	474	61	6,840	417
Senior Master Sergeant	18	4,183	76	31	4,376	136	21	4,550	96
Master Sergeant	68	3,583	242	38	3,752	143	38	3,901	148
Technical Sergeant	51	2,802	141	43	2,934	126	48	3,050	146
Sergeant	91	2,037	184	110	2,132	235	123	2,217	273
Specialist 4	82	1,543	126	103	1,616	166	113	1,680	190
Specialist 3	30	1,653	50	60	1,730	104	68	1,799	122
Specialist 2	10	1,508	15	81	1,579	128	72	1,642	118
Specialist 1	13	621	8	16	650	10	19	676	13
<b>Subtotal LSTL</b>	<b>370</b>		<b>889</b>	<b>554</b>		<b>1,522</b>	<b>563</b>		<b>1,523</b>
<b><u>Separation Pay</u></b>									
Disability	6	45,947	276	6	48,095	289	6	50,007	300
Invol-Half Pay 5%	1	21,227	21	1	22,219	22	1	23,103	23
Invol-Full Pay 10%	3	38,073	114	19	39,853	757	3	41,437	124
TERA	0	0	0	0	0	0	0	0	0
VSP	0	0	0	0	0	0	0	0	0
VSI Trust Fund			0			0			0
<b>Subtotal Separation Pay</b>	<b>10</b>		<b>411</b>	<b>26</b>		<b>1,068</b>	<b>10</b>		<b>447</b>
Career Status Bonus	0	0	0	0	0	0	0	0	0
<b>TOTAL SEPARATION PAYMENTS</b>	<b>380</b>		<b>1,300</b>	<b>580</b>		<b>2,590</b>	<b>573</b>		<b>1,970</b>

(Amount in Thousands)

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

FY 2026 Estimate	21,575
FY 2025 Estimate	19,292
FY 2024 Actual	16,472

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

There is a +\$2.3 million increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to Annualization of raise on FICA: +\$0.2 million
- (2) Pricing Increase due to 1 Jan 26 pay raise effect on FICA: +\$0.6 million
- (3) Program Increase due to average strength increase of 372 from 5,298 to 5,670: +\$1.4 million
- (4) Program Increase due to changes in grade structure: +\$0.1 million

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount	Basic Pay	Rate	Amount
Social Security	215,370	7.65%	16,472	252,202	7.65%	19,292	282,012	7.65%	21,575



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**SUBSISTENCE OF  
ENLISTED PERSONNEL**

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

		<u><b>AMOUNT</b></u>
<b>FY 2025 DIRECT PROGRAM</b>		<b>27,289</b>
Pricing Increase	<b>0</b>	
Program Increase	<b>0</b>	
Total Increases		<b>0</b>
<b>Move Enlisted Subsistence to BA02</b>	<b>(27,289)</b>	
Pricing Decrease	<b>0</b>	
Program Decrease	<b>0</b>	
Total Decreases		<b>(27,289)</b>
<b>FY 2026 DIRECT PROGRAM</b>		<b>0</b>

PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE

FY 2026 Estimate	0
FY 2025 Estimate	27,289
FY 2024 Actual	24,946

**PART I - PURPOSE AND SCOPE**

Funds provide for the payment of subsistence allowances to active duty enlisted Guardians under the provisions of Title 37 U.S.C., Section 402.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

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

(Amount in Thousands)

**PROJECT: BASIC ALLOWANCE FOR SUBSISTENCE**

There is a -\$27,289.0 thousand decrease in the total BAS requirement between FY 2025 and FY 2026. The requirement change is due to:

(1) Decrease Due to Enlisted Subsistence Move to BA02: -\$27,289.0

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b>Subsistence of Enlisted Personnel</b>									
<b>Basic Allowance for Subsistence - Enlisted</b>									
When Authorized to Mess Separately	4,891	5,500	26,900	5,294	5,573	29,502	-	-	-
Basic Allowance for Subsistence Type II	0	0	0	0	0	0	-	-	-
Collections at Discount Meal Rate			(1,954)			(2,213)			-
<b>Subtotal Basic Allowance for Subsistence - Enlisted</b>	<b>4,891</b>		<b>24,946</b>	<b>5,294</b>		<b>27,289</b>	<b>-</b>		<b>-</b>
<b>Total Subsistence of Enlisted Personnel</b>			<b>24,946</b>			<b>27,289</b>			<b>-</b>

**PERMANENT CHANGE  
OF  
STATION TRAVEL**

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

**AMOUNT**

**FY 2025 DIRECT PROGRAM**

**60,668**

**Pricing Increase**

**4,667**

**Annualization (PI):**

**72**

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

72

**Pay Raise (PI):**

**191**

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

191

**Inflation Rate (PI):**

**3,022**

Increase in rate for Land (HHG) Pricing

2,367

Increase in rate for ITGBL (HHG) Pricing

655

**Other (PI):**

**1,382**

Increase in Total Mile-Per Diem Pricing

97

Increase in Total AMC Pricing

47

Increase in Total Comm Air Pricing

27

Increase in M Tons MSC Pricing

32

Increase in S Tons AMC Pricing

260

Increase in Trans of POV Pricing

16

Increase in Temp Lodging Pricing

903

**Program Increase**

**6,240**

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

**AMOUNT**

<b>Strength (PGI):</b>	<b>4,246</b>	
Increase in Disloc Allow Program	800	
Increase in Land Ship Program	2,734	
Increase in ITGBL Program	712	
<b>Other (PGI):</b>	<b>1,994</b>	
Increase in Total Mile-Per Diem Program	407	
Increase in Total AMC Program	164	
Increase in Total Comm Air Program	70	
Increase in M Tons MSC Program	39	
Increase in S Tons AMC Program	322	
Increase in Trans of POV Program	45	
Increase in NonTemp Storage Program	179	
Increase in Temp Lodging Program	768	
<b>Total Increases</b>		<b>10,907</b>
<b>Pricing Decrease</b>		<b>(28)</b>
<b>Inflation Rate (PD):</b>	<b>(6)</b>	
Decrease in rate for Land (HHG) Pricing	(1)	
Decrease in rate for ITGBL (HHG) Pricing	(5)	
<b>Other (PD):</b>	<b>(22)</b>	
Decrease in Total Mile-Per Diem Pricing	(6)	
Decrease in Total Comm Air Pricing	(7)	
Decrease in S Tons AMC Pricing	(8)	
Decrease in Temp Lodging Pricing	(1)	
<b>Program Decrease</b>		<b>(9,841)</b>
<b>Strength (PGD):</b>	<b>(3,180)</b>	
Decrease in Disloc Allow Program	(414)	
Decrease in Land Ship Program	(2,177)	
Decrease in ITGBL Program	(589)	



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

**AMOUNT**

<b>Other (PGD):</b>	<b>(6,661)</b>	
Decrease in TLE funding will be offset by funding sourced from the Reconciliation Bill (H.R.1) upon enactment.	(4,635)	
Decrease in Total Mile-Per Diem Program	(602)	
Decrease in Total AMC Program	(218)	
Decrease in Total Comm Air Program	(92)	
Decrease in M Tons MSC Program	(32)	
Decrease in S Tons AMC Program	(238)	
Decrease in Trans of POV Program	(50)	
Decrease in NonTemp Storage Program	(259)	
Decrease in Temp Lodging Program	(535)	
<b>Total Decreases</b>		<b>(9,869)</b>
<b>FY 2026 DIRECT PROGRAM</b>		<b>61,706</b>

## **PART I - PURPOSE AND SCOPE**

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

## **PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

Effective January 1 each year, pay raise increase is 5.20% in 2024, and 4.50% in 2025, and 3.80% in 2026. The annualized pay raise rate is 4.675% in FY 2025 and 3.975% in FY 2026. The Non-Pay Inflation rate is 2.20% in FY 2025 and 2.10% in FY 2026.

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

	<b>FY 2024 Actual</b>		<b>FY 2025 Estimate</b>		<b>FY 2026 Estimate</b>	
	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>	<b>Number</b>	<b>Amount</b>
Accession Travel	1,250	5,422	1,699	8,582	1,033	5,014
Training Travel	405	6,451	637	11,194	647	11,662
Operational Travel between Duty Stations	839	17,741	912	22,505	1,099	26,578
Rotational Travel To and From Overseas	458	9,327	509	11,070	567	11,905
Separation Travel	796	5,685	777	5,640	795	6,005
Travel of Organized Units	22	254	110	1,677	50	812
<b>TOTAL OBLIGATIONS</b>	<b>3,770</b>	<b>44,880</b>	<b>4,644</b>	<b>60,668</b>	<b>4,191</b>	<b>61,976</b>
<b>Less Reimbursements</b>		<b>0</b>		<b>0</b>		<b>0</b>
<b>TOTAL DIRECT PROGRAM</b>	<b>3,770</b>	<b>44,880</b>	<b>4,644</b>	<b>60,668</b>	<b>4,191</b>	<b>61,976</b>

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

	<b>FY 2024 Actual</b>		<b>FY 2025 Estimate</b>		<b>FY 2026 Estimate</b>	
	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>	<b>Number</b>	<b>Amount*</b>
<b><u>Travel of Military Member</u></b>						
Mileage and Per Diem	2,772	2,709	3,416	3,422	3,081	3,246
AMC	725	884	893	1,113	806	1,058
Commercial Air	272	375	335	472	303	449
<b><u>Travel of Family Members</u></b>						
Mileage and Per Diem	1,819	774	2,214	922	2,275	992
AMC	866	498	1,052	605	1,083	653
Commercial Air	308	211	374	253	386	274
<b><u>Transportation of Household Goods</u></b>						
M Tons - MSC	889	325	1,082	398	1,112	437
S Tons - AMC	271	2,644	333	3,230	343	3,566
Land Shipment, CONUS & Overseas	1,445	23,253	1,759	28,444	1,806	31,367
ITGBL	573	6,122	699	7,488	716	8,261
Dislocation Allowance	1,572	5,186	1,974	6,732	2,010	7,381
Trailer Allowance	0	0	0	0	0	0
Shipment of POVs	125	196	157	245	159	250
Storage of POVs	183	287	189	293	191	299
Port Handling Charges		0		0		0
Nontemporary Storage*		106		1,815		1,735
Temporary Lodging Expense*	1,311	1,303	1,672	5,228	512	1,998
Defense Personnel Property System		0		0		0
POV Contracts		0		0		0
Spouse Licensure		7		8		10
<b>TOTAL OBLIGATIONS</b>		44,880		60,668		61,976
<b>Less Reimbursements</b>		0		0		0
<b>TOTAL DIRECT PROGRAM</b>		44,880		60,668		61,976

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

The FY 2026 request for Temporary Lodging Expense includes \$1,728 thousand of discretionary and \$4,635 thousand of mandatory (reconciliation) for a total of \$6,363 thousand. The mandatory funds increase the maximum number of days Service members are eligible for Temporary Lodging Expense (TLE) from 14 to 21 days in FY 2026. Further information for this reconciliation request is provided in the Reconciliation Exhibit Section 20001: Quality of Life.

(Amount in Thousands)

PROJECT: ACCESSION TRAVEL

**PART I - PURPOSE AND SCOPE**

FY 2026 Estimate	5,014
FY 2025 Estimate	8,582
FY 2024 Actual	5,422

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

There is a -\$3.2 million decrease in the Accession PCS program between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to a change in household goods shipment rates driven by general inflation and dislocation allowance rates driven by pay raise: +\$0.74 million
- (2) Program Decrease due to a change in the projected number of moves due to number of accessions: -\$3.89 million

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

(Amount in Thousands)

**PROJECT: ACCESSION TRAVEL**

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Accession Travel</u></b>									
Member Travel	404	780	315	579	798	462	318	814	259
Family Member Travel	149	383	57	214	388	83	118	398	47
Pet Expense	0	0	19	1	28,000	28	0	0	15
Trans of Household Goods	215	10,242	2,202	309	10,197	3,151	169	11,473	1,939
Dislocation Allowance	105	2,200	231	151	2,291	346	83	2,386	198
POV Shipment	12	2,417	29	17	2,529	43	9	2,667	24
Nontemporary Storage			9			306			130
Temporary Lodging Expenses	168	750	126	241	2,469	595	41	2,927	120
<b>Subtotal Officer Accession Travel</b>			2,988			5,014			2,732
<b><u>Enlisted Accession Travel</u></b>									
Member Travel	846	1,228	1,039	1,120	1,256	1,407	715	1,283	917
Family Member Travel	194	356	69	257	362	93	164	372	61
Trans of Household Goods	120	8,308	997	159	7,950	1,264	102	8,755	893
Dislocation Allowance	110	2,182	240	145	2,297	333	93	2,376	221
POV Shipment	24	875	21	32	906	29	20	950	19
Nontemporary Storage			2			161			105
Temporary Lodging Expenses	111	595	66	147	1,912	281	30	2,200	66
<b>Subtotal Enlisted Accession Travel</b>			2,434			3,568			2,282
<b><u>Cadet Accession Travel</u></b>	0	0	0	0	0	0	0	0	0
<b>TOTAL ACCESSION TRAVEL</b>			5,422			8,582			5,014

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

(Amount in Thousands)

**PROJECT: TRAINING TRAVEL**

FY 2026 Estimate	11,662
FY 2025 Estimate	11,194
FY 2024 Actual	6,451

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

There is a +\$1.2 million increase in the Training PCS program between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to a change in household goods shipment rates driven by general inflation and dislocation allowance rates driven by pay raise: +\$1.00 million
- (2) Program Increase due to a change in the projected number of moves due to number of training programs: +\$0.24 million
- (3) Program Decrease due to a change in the projected number of moves due to number of training programs: -\$0.01 million

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

(Amount in Thousands)

**PROJECT: TRAINING TRAVEL**

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Training Travel</u></b>									
Member Travel	386	751	290	580	767	445	592	782	463
Family Member Travel	401	359	144	602	365	220	615	372	229
Trans of Household Goods	468	10,103	4,728	704	10,398	7,320	718	11,432	8,208
Dislocation Allowance	285	3,428	977	429	3,583	1,537	438	3,724	1,631
Nontemporary Storage			2			341			356
Temporary Lodging Expenses	228	763	174	343	2,516	863	110	2,955	325
<b>Subtotal Officer Training Travel</b>			6,315			10,726			11,212
<b><u>Enlisted Training Travel</u></b>									
Member Travel	19	1,000	19	57	1,035	59	55	1,055	58
Family Member Travel	6	667	4	19	579	11	18	611	11
Trans of Household Goods	5	17,200	86	16	17,063	273	16	18,063	289
Dislocation Allowance	4	5,500	22	12	5,667	68	11	6,182	68
Nontemporary Storage			0			6			6
Temporary Lodging Expenses	3	1,667	5	10	5,100	51	3	6,000	18
<b>Subtotal Enlisted Training Travel</b>			136			468			450
<b>TOTAL TRAINING TRAVEL</b>			6,451			11,194			11,662

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



(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

FY 2026 Estimate	26,578
FY 2025 Estimate	22,505
FY 2024 Actual	17,741

**PART I - PURPOSE AND SCOPE**

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

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

**PART II – JUSTIFICATION OF FUNDS REQUESTED**

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

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

There is a +\$6.6 million increase in the Operational PCS program between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to a change in household goods shipment rates driven by general inflation and dislocation allowance rates driven by pay raise: +\$1.96 million
- (2) Program Increase due to a change in the projected number of operational moves : +\$4.63 million
- (3) Program Decrease due to a change in the projected DPPS requirement: -\$0.01 million

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

(Amount in Thousands)

**PROJECT: OPERATIONAL TRAVEL**

	<b>FY 2024 Actual</b>			<b>FY 2025 Estimate</b>			<b>FY 2026 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Operational Travel</u></b>									
Member Travel	536	950	509	607	969	588	684	991	678
Family Member Travel	991	367	364	1,122	375	421	1,264	382	483
Trans of Household Goods	715	14,083	10,069	810	14,178	11,484	912	15,298	13,952
Dislocation Allowance	460	3,702	1,703	521	3,877	2,020	587	4,031	2,366
Nontemporary Storage			4			633			722
Temporary Lodging Expenses	362	1,144	414	410	3,771	1,546	145	4,421	641
<b>Subtotal Officer Operational Travel</b>			13,063			16,692			18,842
<b><u>Enlisted Operational Travel</u></b>									
Member Travel	303	1,881	570	305	1,921	586	415	1,959	813
Family Member Travel	454	577	262	457	591	270	622	605	376
Trans of Household Goods	466	5,425	2,528	469	5,883	2,759	638	6,857	4,375
Dislocation Allowance	236	4,242	1,001	237	4,447	1,054	323	4,619	1,492
POV Shipment	0	0	4	0	0	0	0	0	0
Nontemporary Storage			1			120			167
Temporary Lodging Expenses	190	1,642	312	192	5,333	1,024	82	6,256	513
<b>Subtotal Enlisted Operational Travel</b>			4,678			5,813			7,736
<b>TOTAL OPERATIONAL TRAVEL</b>			17,741			22,505			26,578

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

(Amount in Thousands)

**PROJECT: ROTATIONAL TRAVEL**

**PART I - PURPOSE AND SCOPE**

FY 2026 Estimate	11,905
FY 2025 Estimate	11,070
FY 2024 Actual	9,327

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

- (1) Covers PCS movements of (1) officers from permanent duty stations or extended training within the Continental United States (CONUS); (2) officers from permanent duty stations overseas to permanent duty stations in CONUS; (3) officers from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; (4) dependents, household goods, personal effects and privately owned vehicles of officers who are interned, missing or captured when transoceanic travel is involved ; and (5) this includes officers travel to or from overseas when crossing international borders or transoceanic travel is involved when attending training courses of 20 weeks or more duration..
- (2) Covers PCS movements of (1) enlisted personnel from permanent duty stations or extended training within the CONUS; (2) enlisted personnel from permanent duty stations overseas to permanent duty stations in CONUS; (3) enlisted personnel from permanent duty stations in one overseas area to permanent duty stations in another overseas area when transoceanic travel is involved; (4) dependents, household goods, personal effects, and privately owned vehicles of enlisted personnel who are interned, missing, or captured when transoceanic travel is involved; and (5) this includes enlisted travel to or from overseas when crossing international borders or transoceanic travel is involved when attending training courses of 20 weeks or more duration.
- (3) Rotational travel excludes overseas travel involving either an Accession or a Separation move.

**PART II – JUSTIFICATION OF FUNDS REQUESTED**

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

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

There is a +\$1.5 million increase in the Rotational PCS program between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to a change in household goods shipment rates driven by general inflation and dislocation allowance rates driven by pay raise: +\$0.39 million
- (2) Program Increase due to a change in the projected number of rotational moves : +\$1.08 million
- (3) Pricing Decrease due to a change rates driven reduction of types of cost: -\$0.01 million

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

(Amount in Thousands)

**PROJECT: ROTATIONAL TRAVEL**

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Rotational Travel</u></b>									
Member Travel	171	2,532	433	184	2,592	477	187	2,647	495
Family Member Travel	220	1,168	257	237	1,190	282	241	1,216	293
Pet Expense	102	29	3	109	28	3	111	27	3
Trans of Household Goods	177	18,847	3,336	191	19,079	3,644	194	19,608	3,804
Dislocation Allowance	153	3,608	552	165	3,764	621	168	3,911	657
POV Shipment	0	0	76	0	0	83	0	0	86
Nontemporary Storage			40			86			89
Temporary Lodging Expenses	98	949	93	105	3,162	332	34	3,647	124
<b>Subtotal Officer Rotational Travel</b>			4,790			5,528			5,551
<b><u>Enlisted Rotational Travel</u></b>									
Member Travel	287	2,038	585	325	2,086	678	380	2,129	809
Family Member Travel	251	825	207	285	839	239	333	856	285
Pet Expense	171	18	3	193	21	4	226	18	4
Trans of Household Goods	273	11,238	3,068	309	11,265	3,481	361	11,573	4,178
Dislocation Allowance	202	2,109	426	229	2,205	505	268	2,291	614
POV Shipment	116	1,138	132	132	1,159	153	0	0	183
Nontemporary Storage			12			96			115
Temporary Lodging Expenses	137	759	104	155	2,490	386	57	2,912	166
<b>Subtotal Enlisted Rotational Travel</b>			4,537			5,542			6,354
<b>TOTAL ROTATIONAL TRAVEL</b>			9,327			11,070			11,905

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

(Amount in Thousands)

**PROJECT: SEPARATION TRAVEL**

FY 2026 Estimate	6,005
FY 2025 Estimate	5,640
FY 2024 Actual	5,685

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

There is a +\$366.0 thousand increase in the Separation PCS program between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to a change in household goods shipment rates driven by general inflation and dislocation allowance rates driven by pay raise: +\$435.0 thousand
- (2) Program Increase due to a change in the projected number of separations from Active Duty: +\$286.0 thousand
- (3) Pricing Decrease due to a change rates driven reduction of types of cost: -\$3.0 thousand
- (4) Program Decrease due to a change in the projected number of separations from Active Duty: -\$352.0 thousand

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

(Amount in Thousands)

PROJECT: SEPARATION TRAVEL

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
<b><u>Officer Separation Travel</u></b>									
Member Travel	347	251	87	289	256	74	260	262	68
Family Member Travel	112	661	74	94	670	63	84	690	58
Trans of Household Goods	150	20,567	3,085	125	21,776	2,722	113	23,239	2,626
POV Shipment	14	5,786	81	12	5,750	69	10	6,300	63
Nontemporary Storage			25			21			19
<b>Subtotal Officer Separation Travel</b>			3,352			2,949			2,834
<b><u>Enlisted Separation Travel</u></b>									
Member Travel	449	234	105	488	238	116	535	243	130
Family Member Travel	180	267	48	195	272	53	214	280	60
Trans of Household Goods	284	7,155	2,032	308	7,656	2,358	338	8,278	2,798
POV Shipment	17	8,118	138	18	8,500	153	20	8,550	171
Nontemporary Storage			10			11			12
<b>Subtotal Enlisted Separation Travel</b>			2,333			2,691			3,171
<b><u>Cadet Separation Travel</u></b>	0	0	0	0	0	0	0	0	0
<b>TOTAL SEPARATION TRAVEL</b>			5,685			5,640			6,005

(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

FY 2026 Estimate	812
FY 2025 Estimate	1,677
FY 2024 Actual	254

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

There is a -\$0.8 million decrease in the Unit Travel PCS program between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to a change in household goods shipment rates driven by general inflation and dislocation allowance rates driven by pay raise: +\$0.14 million
- (2) Pricing Decrease due to a change rates driven reduction of types of cost: -\$0.01 million
- (3) Program Decrease due to a change in the projected number of unit relocations: -\$0.94 million

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

(Amount in Thousands)

**PROJECT: TRAVEL OF ORGANIZED UNITS**

	<b>FY 2024 Actual</b>			<b>FY 2025 Estimate</b>			<b>FY 2026 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
<b><u>Officer Unit Travel</u></b>									
Member Travel	0	0	0	30	1,733	52	20	1,750	35
Family Member Travel	0	0	0	39	692	27	26	692	18
Trans of Household Goods	0	0	0	46	7,891	363	31	8,194	254
Dislocation Allowance	0	0	0	23	5,174	119	16	5,188	83
Nontemporary Storage			0			5			3
Temporary Lodging Expenses	0	0	0	19	2,053	39	4	2,500	10
<b>Subtotal Officer Unit Travel</b>			0			605			403
<b><u>Enlisted Unit Travel</u></b>									
Member Travel	22	818	18	80	838	67	30	867	26
Family Member Travel	33	212	7	120	233	28	45	244	11
Trans of Household Goods	34	5,382	183	123	5,691	700	46	6,348	292
Dislocation Allowance	17	2,000	34	62	2,081	129	23	2,217	51
POV Shipment	0	0	2	1	8,000	8	0	0	3
Nontemporary Storage			1			29			11
Temporary Lodging Expenses	14	643	9	50	2,220	111	6	2,500	15
<b>Subtotal Enlisted Unit Travel</b>			254			1,072			409
<b>TOTAL UNIT TRAVEL</b>			254			1,677			812

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



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**OTHER MILITARY  
PERSONNEL COSTS**

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

		<u><b>AMOUNT</b></u>
<b>FY 2025 DIRECT PROGRAM</b>		<b>2,768</b>
<b>Pricing Increase</b>		<b>46</b>
Increase in Unemployment Benefits Pricing	15	
Increase in Partial DLA Pricing	31	
<b>Program Increase</b>		<b>87</b>
<b>Other (PGI):</b>	<b>87</b>	
Increase in Unemployment Benefits Program	6	
Increase in SGLI Program	1	
Increase in Mass Transportation Program	79	
Increase in Partial DLA Program	1	
<b>Total Increases</b>		<b>133</b>
<b>Pricing Decrease</b>		<b>(8)</b>
Decrease in SGLI Pricing	(8)	
<b>Program Decrease</b>		<b>0</b>
<b>Total Decreases</b>		<b>(8)</b>
<b>FY 2026 DIRECT PROGRAM</b>		<b>2,893</b>

(Amount in Thousands)

PROJECT: DEATH GRATUITIES

FY 2026 Estimate	300
FY 2025 Estimate	300
FY 2024 Actual	300

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

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

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

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officer	1	100,000	100	1	100,000	100	1	100,000	100
Enlisted	2	100,000	200	2	100,000	200	2	100,000	200
TOTAL	3		300	3		300	3		300

(Amount in Thousands)

**PROJECT: UNEMPLOYMENT BENEFITS PAID TO EX-SERVICE MEMBERS**

FY 2026 Estimate	759
FY 2025 Estimate	738
FY 2024 Actual	646

**PART I - PURPOSE AND SCOPE**

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

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a +\$21.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to rate increase: +\$15.0 thousand
- (2) Program Increase due to number of expected recipients: +\$6.0 thousand

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

	<b><u>FY 2024 Actual</u></b>			<b><u>FY 2025 Estimate</u></b>			<b><u>FY 2026 Estimate</u></b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Unemployment Compensation	118	5,456	646	132	5,591	738	133	5,707	759

(Amount in Thousands)

**PROJECT: EXTRA HAZARD REIMBURSEMENT FOR SERVICESMEMBERS' GROUP LIFE INSURANCE**

FY 2026 Estimate	56
FY 2025 Estimate	63
FY 2024 Actual	39

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

Cost is provided by the Director of the Department of Veterans Affairs' Insurance Services. The VA notifies the Under Secretary of Defense (Comptroller) of the installments required from the military services. The FY 2024 column reflects actual payments made to the VA.

There is a -\$7.0 thousand decrease in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Program Increase due to the anticipated number of participants supporting overseas operations: +\$1.0 thousand
- (2) Pricing Decrease due to benefit amount decrease: -\$8.0 thousand

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

	<b><u>FY 2024 Actual</u></b>	<b><u>FY 2025 Estimate</u></b>	<b><u>FY 2026 Estimate</u></b>
	<b>Amount</b>	<b>Amount</b>	<b>Amount</b>
Extra Hazard Reimb. for SGLI	0	0	0
Premiums-SGLI	39	63	56
Traumatic Injury-SGLI (Retro)	0	0	0
<b>Total</b>	<b>39</b>	<b>63</b>	<b>56</b>

(Amount in Thousands)

PROJECT: ADOPTION EXPENSES

FY 2026 Estimate	17
FY 2025 Estimate	17
FY 2024 Actual	17

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

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

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

	FY 2024 Actual			FY 2025 Estimate			FY 2026 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Expenses for Adoptions	8	2,100	17	8	2,100	17	8	2,100	17

(Amount in Thousands)

**PROJECT: MASS TRANSPORTATION**

FY 2026 Estimate	937
FY 2025 Estimate	858
FY 2024 Actual	765

**PART I - PURPOSE AND SCOPE**

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

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a +\$79.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

(1) Program Increase due to number of eligible servicemembers: +\$79.0 thousand

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

	<b>FY 2024 Actual</b>			<b>FY 2025 Estimate</b>			<b>FY 2026 Estimate</b>		
	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>	<b>Number</b>	<b>Rate</b>	<b>Amount</b>
Officers	184	3,735	687	206	3,780	779	226	3,780	854
Enlisted	21	3,735	78	21	3,780	79	22	3,780	83
<b>TOTAL</b>	<b>205</b>		<b>765</b>	<b>227</b>		<b>858</b>	<b>248</b>		<b>937</b>



(Amount in Thousands)

**PROJECT: PARTIAL DISLOCATION ALLOWANCE**

FY 2026 Estimate	824
FY 2025 Estimate	792
FY 2024 Actual	713

**PART I - PURPOSE AND SCOPE**

Title 37 U.S.C., Section 407, as amended by the FY 2002 NDAA, authorized a partial dislocation allowance payment to service members who are ordered, for the convenience of the Government, to move into or out of military family housing provided by the United States.

**PART II - JUSTIFICATION OF FUNDS REQUESTED**

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

There is a +\$32.0 thousand increase in the total program requirement between FY 2025 and FY 2026. The requirement change is due to:

- (1) Pricing Increase due to average rate based on basic pay inflation: +\$31.0 thousand
- (2) Program Increase due to increase in expected recipients: +\$1.0 thousand

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

	<b><u>FY 2024 Actual</u></b>	<b><u>FY 2025 Estimate</u></b>	<b><u>FY 2026 Estimate</u></b>
Partial Dislocation Allowance	713	792	824

## **SECTION 5**

### **SPECIAL ANALYSIS**

**ACTIVE FORCES**  
**MILITARY PERSONNEL ASSIGNED OUTSIDE DoD**  
**(End Strength)**

**Assigned Outside DoD:**

	<b><u>FY 2024 Actual</u></b>			<b><u>FY 2025 Estimate</u></b>			<b><u>FY 2026 Estimate</u></b>		
	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>	<b>Officers</b>	<b>Enlisted</b>	<b>Total</b>
<b>Nonreimbursable Personnel:</b>									
<b>Subtotal Non-Reimbursable Personnel</b>	0	0	0	0	0	0	0	0	0
<b>Reimbursable Personnel:</b>									
National Aeronautics Space Administration (NASA)	1	0	1	1	0	1	1	0	1
<b>Subtotal Reimbursable Personnel</b>	1	0	1	1	0	1	1	0	1
<b>In Support Non DoD Functions:</b>									
<b>Subtotal Non-DoD Functions</b>	0	0	0	0	0	0	0	0	0
<b>Assigned to DoD Activities in Support of DoD Functions: Working Capital Fund (WCF)</b>									
<b>Subtotal Working Capital Fund</b>	0	0	0	0	0	0	0	0	0
<b>Total - Reimbursable</b>	1	0	1	1	0	1	1	0	1
<b>Total - Nonreimbursable</b>	0	0	0	0	0	0	0	0	0
<b>Grand Total</b>	1	0	1	1	0	1	1	0	1

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

	<b><u>FY 2024 Actual</u></b>	<b><u>FY 2025 Estimate</u></b>	<b><u>FY 2026 Estimate</u></b>
<b>Subsistence</b>	0	0	0
<b>RC ADOS (Non-Strength) Related:</b>			
Officer - Basic Pay	0	0	0
Other Pay and Allowances	0	0	0
Enlisted - Basic Pay	0	0	0
Other Pay and Allowances	0	0	0
Retired Pay Accrual	0	0	0
TSP Matching Contributions	0	0	0
PCS Travel	0	0	0
<b>RC ADOS (Non-Strength) Related Subtotal</b>	0	0	0
<b>Strength Related:</b>			
Officer - Basic Pay	170	173	176
Other Pay and Allowances	79	81	81
Enlisted - Basic Pay	0	0	0
Other Pay and Allowances	0	0	0
Retired Pay Accrual	51	46	43
TSP Matching Contributions	0	0	0
PCS Travel	0	0	0
<b>Strength Related Subtotal</b>	300	300	300
<b>TOTAL PROGRAM</b>	300	300	300

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

	<b>FY 2024 Actual</b>											
	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	2	2	3	4	3	3	3	3	3	3	3	3
O-9 Lieutenant General	5	4	5	5	5	5	5	5	5	5	5	5
O-8 Major General	6	6	8	7	7	7	7	8	9	9	9	10
O-7 Brigadier General	11	11	9	9	11	11	11	10	12	12	11	10
O-6 Colonel	225	227	225	222	225	229	234	238	236	238	232	236
O-5 Lt Colonel	690	698	702	709	720	724	730	740	744	748	746	755
O-4 Major	1,146	1,151	1,156	1,157	1,159	1,156	1,157	1,157	1,147	1,146	1,129	1,138
O-3 Captain	1,289	1,278	1,278	1,257	1,242	1,236	1,318	1,291	1,278	1,268	1,262	1,257
O-2 1st Lieutenant	530	550	537	537	537	541	443	554	569	595	581	585
O-1 2nd Lieutenant	509	490	502	514	530	529	548	522	524	554	565	575
Total Officers	4,413	4,417	4,425	4,421	4,439	4,441	4,456	4,528	4,527	4,578	4,543	4,574
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	48	48	49	50	52	52	51	51	49	49	50	51
E-8 Senior Master Sergeant	130	132	132	133	132	133	133	135	138	134	135	134
E-7 Master Sergeant	595	599	604	606	616	614	619	628	627	629	617	625
E-6 Technical Sergeant	822	827	834	833	824	824	828	826	826	836	834	857
E-5 Sergeant	1,062	1,061	1,066	1,071	1,066	1,063	1,062	1,067	1,066	1,071	1,065	1,056
E-4 Specialist 4	643	643	652	644	642	679	683	716	732	736	771	786
E-3 Specialist 3	899	939	922	978	955	1,002	967	1,005	1,007	1,014	997	988
E-2 Specialist 2	110	129	131	135	165	152	149	186	192	197	207	199
E-1 Specialist 1	134	156	133	156	125	156	152	151	207	160	222	176
Total Enlisted	4,443	4,534	4,523	4,606	4,577	4,675	4,644	4,765	4,844	4,826	4,898	4,872
<u>Cadets</u>												
	0	0	0	0	0	0	0	0	0	0	0	0
Total End Strength	8,856	8,951	8,948	9,027	9,016	9,116	9,100	9,293	9,371	9,404	9,441	9,446

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

**FY 2025 Estimate**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	3	3	3	3	3	3	3	3	3	3	4	4
O-9 Lieutenant General	5	5	5	5	5	5	5	5	5	5	4	4
O-8 Major General	10	10	10	10	10	10	10	10	10	10	10	10
O-7 Brigadier General	10	10	10	10	10	10	10	10	10	10	11	11
O-6 Colonel	234	235	239	241	245	241	245	250	252	258	254	253
O-5 Lt Colonel	761	762	766	770	773	770	771	777	779	777	796	796
O-4 Major	1,139	1,140	1,142	1,146	1,145	1,144	1,148	1,151	1,153	1,151	1,157	1,153
O-3 Captain	1,254	1,260	1,247	1,228	1,213	1,200	1,180	1,290	1,282	1,292	1,301	1,287
O-2 1st Lieutenant	592	585	585	588	583	590	592	480	593	575	567	570
O-1 2nd Lieutenant	556	563	589	595	594	594	603	612	588	602	578	584
Total Officers	4,564	4,573	4,596	4,596	4,581	4,567	4,567	4,588	4,675	4,683	4,682	4,672
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	52	52	53	55	58	58	61	63	63	67	67	67
E-8 Senior Master Sergeant	136	138	137	138	138	138	139	138	135	153	154	154
E-7 Master Sergeant	626	633	640	649	652	647	650	649	648	650	688	682
E-6 Technical Sergeant	878	890	905	920	938	951	968	988	1,006	1,025	1,061	1,061
E-5 Sergeant	1,046	1,046	1,041	1,045	1,042	1,036	1,035	1,045	1,040	1,041	1,050	1,062
E-4 Specialist 4	784	778	742	758	761	769	755	746	739	738	797	786
E-3 Specialist 3	981	1,036	1,037	1,088	1,058	1,130	1,112	1,173	1,191	1,190	1,229	1,216
E-2 Specialist 2	204	202	218	201	222	206	196	213	214	212	192	207
E-1 Specialist 1	138	179	155	175	138	169	162	157	210	167	219	167
Total Enlisted	4,845	4,954	4,928	5,029	5,007	5,104	5,078	5,172	5,246	5,243	5,457	5,402
<u>Cadets</u>												
	0	0	0	0	0	0	0	0	0	0	0	0
Total End Strength	9,409	9,527	9,524	9,625	9,588	9,671	9,645	9,760	9,921	9,926	10,139	10,074

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

**FY 2026 Estimate**

	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>
<u>Commissioned Officer</u>												
O-10 General	4	4	4	4	4	4	4	4	4	4	4	4
O-9 Lieutenant General	4	4	4	4	4	4	4	4	4	4	4	4
O-8 Major General	10	10	10	10	10	10	10	10	10	10	10	10
O-7 Brigadier General	11	11	11	11	11	11	11	11	11	11	11	11
O-6 Colonel	255	258	262	264	268	270	273	274	275	275	271	270
O-5 Lt Colonel	811	827	840	841	843	842	843	843	842	840	834	830
O-4 Major	1,162	1,172	1,185	1,190	1,195	1,200	1,206	1,210	1,214	1,216	1,213	1,211
O-3 Captain	1,283	1,298	1,292	1,272	1,252	1,244	1,226	1,314	1,307	1,314	1,288	1,282
O-2 1st Lieutenant	570	546	544	556	562	565	577	566	590	602	633	622
O-1 2nd Lieutenant	587	601	623	639	632	621	607	509	619	611	591	599
Total Officers	4,697	4,731	4,775	4,791	4,781	4,771	4,761	4,745	4,876	4,887	4,859	4,843
<u>Enlisted Personnel</u>												
E-9 Chief Master Sergeant	66	66	65	66	66	67	68	69	68	68	67	66
E-8 Senior Master Sergeant	153	151	150	150	149	149	148	148	149	149	149	149
E-7 Master Sergeant	682	683	684	683	678	676	673	671	667	664	653	649
E-6 Technical Sergeant	1,064	1,069	1,072	1,077	1,077	1,080	1,082	1,087	1,090	1,092	1,085	1,081
E-5 Sergeant	1,084	1,108	1,131	1,154	1,172	1,193	1,212	1,238	1,259	1,280	1,268	1,274
E-4 Specialist 4	781	778	773	769	760	754	747	743	736	729	766	765
E-3 Specialist 3	1,201	1,232	1,250	1,245	1,218	1,246	1,210	1,251	1,280	1,287	1,288	1,203
E-2 Specialist 2	190	203	197	186	213	172	159	172	175	174	185	178
E-1 Specialist 1	180	173	138	164	121	150	148	145	210	169	218	192
Total Enlisted	5,401	5,463	5,460	5,494	5,454	5,487	5,447	5,524	5,634	5,612	5,679	5,557
<u>Cadets</u>												
	0	0	0	0	0	0	0	0	0	0	0	0
Total End Strength	10,098	10,194	10,235	10,285	10,235	10,258	10,208	10,269	10,510	10,499	10,538	10,400