

AIR FORCE RESERVE
Fiscal Year (FY) 2027
Budget

APPROPRIATION 3700
RESERVE PERSONNEL, AIR FORCE

April 2026

RESERVE PERSONNEL, AIR FORCE
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Department of War
FY 2027 President's Budget
Exhibit M-1
Total Obligational Authority
Summary
(Dollars in Thousands)

Apr 2026

Appropriation	FY 2025 Actuals	FY 2026 Discretionary Enacted	FY 2026 PL119-21 Spend Plan	FY 2026 Total	FY 2027 Discretionary Request	FY 2027 Mandatory Request	FY 2027 Total
Department of the Air Force							
Reserve Personnel, Air Force	2,589,743	2,701,115	47,364	2,748,479	2,844,302		2,844,302
Total Department of the Air Force	**2,589,743**	**2,701,115**	**47,364**	**2,748,479**	**2,844,302**		**2,844,302**
Total Direct - Department of the Air Force	**2,589,743**	**2,701,115**	**47,364**	**2,748,479**	**2,844,302**		**2,844,302**
Total Military Personnel Appropriations	**2,589,743**	**2,701,115**	**47,364**	**2,748,479**	**2,844,302**		**2,844,302**
Air Force MEDICARE - Retiree Health Care Contributions							
Medicare-Eligible Retiree Health Fund Contribution, Reserve Pers., AF	196,363	225,940		225,940	247,016		247,016
Total Air Force MEDICARE - Retiree Health Care Contributions	**196,363**	**225,940**		**225,940**	**247,016**		**247,016**
Total - MEDICARE - Retiree Health Care Contributions	**196,363**	**225,940**		**225,940**	**247,016**		**247,016**
Total Department of the Air Force Military Personnel Title	**2,786,106**	**2,927,055**	**47,364**	**2,974,419**	**3,091,318**		**3,091,318**
Total Military Personnel Title	**2,786,106**	**2,927,055**	**47,364**	**2,974,419**	**3,091,318**		**3,091,318**
Total Direct Military Personnel Title	**2,786,106**	**2,927,055**	**47,364**	**2,974,419**	**3,091,318**		**3,091,318**

Department of War
FY 2027 President's Budget
Exhibit M-1
Total Obligational Authority
(Dollars in Thousands)

Apr 2026

Reserve Personnel, Air Force

			Sec	FY 2025 Actuals	FY 2026 Discretionary Enacted	FY 2026 PL119-21 Spend Plan	FY 2026 Total	FY 2027 Discretionary Request	FY 2027 Mandatory Request	FY 2027 Total
Reserve component training and support										
3700F	010	Pay Group A Training (15 Days & Drills 24/48)	U	740,201	831,757		831,757	827,681		827,681
3700F	020	Pay Group B Training (Backfill For Active Duty)	U	114,306	117,758		117,758	117,117		117,117
3700F	030	Pay Group F Training (Recruits)	U	70,610	69,989		69,989	93,365		93,365
3700F	040	Pay Group P Training (Pipeline Recruits)	U	5,972	4,143		4,143	4,408		4,408
3700F	060	Mobilization Training	U	334	340		340	548		548
3700F	070	School Training	U	230,309	229,015		229,015	242,762		242,762
3700F	080	Special Training	U	379,386	350,726		350,726	399,711		399,711
3700F	090	Administration and Support	U	959,217	1,000,501	47,364	1,047,865	1,053,576		1,053,576
3700F	094	Thrift Savings Plan Matching Contributions	U	16,007	11,199		11,199	13,769		13,769
3700F	100	Education Benefits	U	12,253	15,431		15,431	15,473		15,473
3700F	120	Health Profession Scholarship	U	59,530	68,799		68,799	73,620		73,620
3700F	130	Other Programs (Admin & Support)	U	1,618	1,457		1,457	2,272		2,272
Total Budget Activity 01				**2,589,743**	**2,701,115**	**47,364**	**2,748,479**	**2,844,302**		**2,844,302**
Total Reserve Personnel, Air Force				**2,589,743**	**2,701,115**	**47,364**	**2,748,479**	**2,844,302**		**2,844,302**
Total Direct - Reserve Personnel, Air Force				**2,589,743**	**2,701,115**	**47,364**	**2,748,479**	**2,844,302**		**2,844,302**

Department of War
FY 2027 President's Budget
Exhibit M-1
Total Obligational Authority
(Dollars in Thousands)

Apr 2026

Reserve Personnel, Air Force

		Sec	FY 2025 Actuals	FY 2026 Discretionary Enacted	FY 2026 PL119-21 Spend Plan	FY 2026 Total	FY 2027 Discretionary Request	FY 2027 Mandatory Request	FY 2027 Total
Medicare-Eligible Retiree Health Fund Contribution (MERHFC) Accounts									
1008F	300 Reserve Personnel, Air Force	U	196,363	225,940		225,940	247,016		247,016
Total Reserve Air Force Military Personnel Costs			**2,786,106**	**2,927,055**	**47,364**	**2,974,419**	**3,091,318**		**3,091,318**

Section I
Summary of Requirements

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

	FY 2025 Actuals	FY 2026 Enactment	FY 2027 Estimate
Reserve Component Traning and Support			
Direct Discretionary Program	$2,589,743	$2,701,115	$2,844,302
Reimbursable Discretionary Program	$15,085	$13,321	$13,667
Total Discretionary Program Funding	$2,604,828	$2,714,436	$2,857,969
Medicare Eligible Retiree Health Fund Contributior	$196,363	$225,940	$247,016
TOTAL RESERVE PERSONNEL PROGRAM COST	$2,801,191	$2,940,376	$3,104,985

	FY 2025 Actuals	FY 2026 P.L. 119-21 Spend Plan	FY 2027 Estimate
Reserve Component Traning and Support			
Direct Mandatory Program	$0	$47,364	$0
Administration and Support: Quality of Life	$0	$47,364	$0
Total Mandatory Program Funding	**$0**	**$47,364**	**$0**
TOTAL PROGRAM FUNDING	**$2,604,828**	**$2,761,800**	**$2,857,969**
Medicare-Eligible Retiree Health Care Fund	$196,363	$225,940	$247,016
TOTAL DISCRETIONARY RESERVE COMPONENT PROGRAM	**$2,801,191**	**$2,987,740**	**$3,104,985**

[1] The FY 2026 spend plan amount for Reserve Personnel, Appropriation 3700, includes $2,940,376 of discretionary and $47,364 of mandatory (reconciliation) for a total of $2,987,740.

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

	FY 2025 Actuals	FY 2026 Enactment	FY 2027 Estimate
DIRECT PROGRAM	$2,589,743	$2,701,115	$2,844,302
REIMBURSABLE PROGRAM	$15,085	$13,321	$13,667
TOTAL RESERVE PERSONNEL COSTS	**$2,604,828**	**$2,714,436**	**$2,857,969**
MEDICARE-ELIGIBLE RETIREE HEALTH FUND CONTRIBUTION	$196,363	$225,940	$247,016
TOTAL RESERVE PERSONNEL, AIR FORCE (RPAF) FUNDING	**$2,801,191**	**$2,940,376**	**$3,104,985**
MOBILIZATION PAY AND ALLOWANCES	$315,819	$181,642	$273,554
12304b – PRE PLANNED OPERATIONAL MISSIONS	$90,792	$326,847	$238,181
ACTIVE DUTY FOR OPERATIONAL SUPPORT (ADOS) PAY AND ALLOWANCES	$377,138	$463,708	$470,309
TOTAL FUNDING FROM ACTIVE MILITARY PERSONNEL, AIR FORCE	$783,749	$972,197	$982,045
TOTAL RESERVE PAY AND BENEFITS FUNDED FROM MILITARY PAY ACCOUNTS	**$3,584,940**	**$3,912,573**	**$4,087,030**

Section II
Introduction and Performance Measures

Introductory Statement (Appropriation Highlights):

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

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

The Fiscal Year 2027 budget request invests directly in our Citizen Airmen, funding the comprehensive training pipeline that underpins Total Force lethality. This includes initial training for new Airmen, advanced schools to maintain critical skills, and vital mission assignments. Furthermore, these funds support the administrative and recruiting functions essential to managing the force, as well as programs to develop our future medical professionals such as the F. Edward Herbert Armed forces Health Professions Scholarship Program and Financial Assistance Program.

The Fiscal Year 2027 request of $2,844.3 million includes $68.1 million in price growth due to inflation and $75.1 million in program increases. The weighted average for all ranks is 6.2 percent. The actual pay raise is 7 percent for E5 and lower, 6 percent for E6 to O3, and 5 percent for O4 and higher effective 1 January 2027. This funding supports an end strength of 67,400 personnel, facilitating necessary unit conversions and enabling the Air Force Reserve to enhance critical capabilities in cybersecurity and expeditionary communications, command and control, and combat support to ensure readiness for any contingency, while also accounting for the transfer of billets to the United States Space Force. This request also includes funding for aviation bonuses to improve retention and ensure that the Air Force Reserve has the highly qualified aviators needed to deter, and if necessary, defeat, strategic competition.

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

The Department is committed to reducing the unexpended/unobligated balances occurring annually in the military personnel appropriations. Specifically, the Air Force Reserve decentralized programs, distributed funding to the Wings sooner and allowed them to expend allocations earlier in the fiscal year. As a result, unobligated balances are declining, and we expect this downward trend of unobligated/unexpended balances to continue in the future while providing funding to front line commanders sooner in the fiscal year to address readiness today while preparing for tomorrow’s fight.

Following are the economic assumptions employed in pricing the approved programs. Social Security Costs are based on the percentage rate set by law on a member's salary for a calendar year. P.L. 98-21, "Social Security Amendment 1983" dated 20 April 1983 established the tax rate while the maximum taxable income is determined by the Social Security Administration. The Old Age, Survivor and Disability Insurance (OASDI) rate is 6.2% and the Hospital Insurance (HI) rate is 1.45%. There is no wage cap on the 1.45% percent medical contribution.

EFFECTIVE 1 JANUARY EACH FISCAL YEAR

	FY 2025	FY 2026	FY 2027
Maximum Social Security Pay Base	$176,100	$184,500	$190,800
FICA Rate	7.65%	7.65%	7.65%
Military Personnel Pay Increase [1, 2]	4.50%	3.80%	6.20%
Basic Allowance for Housing	4.30%	4.00%	4.20%

EFFECTIVE ENTIRE FISCAL YEAR

	FY 2025	FY 2026	FY 2027 [2]
Non-Pay Inflation	2.30%	2.80%	2.10%
Retired Pay Accrual, Part Time Personnel	21.50%	22.60%	19.10%
Retired pay Accrual, Full Time Personnel	26.60%	24.30%	20.20%
Per Capita Payment to the DoW Education Benefits Fund	$100	$100	$100

[1] In FY 2025 junior enlisted Soldiers (E1-E5) received an additional 10.0% pay raise, effective 1 April 2025.

[2] The weighted average for all ranks is 6.2%. The FY 2027 targeted personnel pay increase includes 7% for E1 to E5, 6% for E6 to O3, 5% for O4 and higher, and 7% for Cadets, Midshipmen, and ROTC.

RESERVE PERSONNEL, AIR FORCE
Performance Measures and Evaluation Summary

Activity: Reserve Military Personnel

Activity Goal: Maintain the required Reserve Military Personnel authorizations and capabilities to execute the 2026 National Defense Strategy ((NDS).

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

PERFORMANCE MEASURES

	FY 2025 Actual	FY 2026 Planned	FY 2027 Planned
Average Strength	65,584	65,700	66,618
End Strength	65,465	66,300	67,400
Authorized End Strength	67,000	67,500	

The Air Force Reserve continues transitioning from legacy to new missions based on Total Force decisions. Based on the FY 2025 end strength results of 65,465 and current recruiting and retention landscape, the Air Force Reserve took a deliberate approach to right-size the force mixture to align critical skills and grades to meet new mission capabilities in support of Air Force operational Imperatives. The FY24 National Defense Authorization Act (NDAA) authorized the Space Force Personnel Management Act which allows the Space Force to manage Guardians under a single personnel management system, combing legacy Active-Duty Guardians with current Air Force Reserve (AFR) personnel performing Space Mission, creating a Space Force without component.

Section III
SUMMARY TABLES

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF PERSONNEL

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Paid Drill/Individual Training									
Pay Group A - Officers (48 drills/15 AD Tng Days)	8,683	8,661	8,594	8,594	8,481	8,424	8,424	8,387	8,372
Pay Group A - Enlisted (48 drills/15 AD Tng Days)	40,548	40,168	39,940	39,940	40,775	41,976	41,976	42,203	42,969
Subtotal Pay Group A	**49,231**	**48,829**	**48,534**	**48,534**	**49,256**	**50,400**	**50,400**	**50,590**	**51,341**
Pay Group B - Officers	4,788	4,832	4,796	4,796	4,613	4,384	4,384	4,356	4,312
Pay Group B - Enlisted	2,808	2,787	2,753	2,753	2,743	2,769	2,769	2,762	2,741
Subtotal Pay Group B	**7,596**	**7,619**	**7,549**	**7,549**	**7,356**	**7,153**	**7,153**	**7,118**	**7,053**
Pay Group F - Enlisted (AD Days 178)	933	960	947	947	1,065	1,110	1,110	1,177	1,210
Pay Group P - Enlisted - Paid	1,845	2,170	2,360	2,360	1,952	1,484	1,484	1,478	1,518
Pay Group P - Enlisted - Non Paid	0	0	0	0	0	0	0	0	0
Subtotal Pay Group F/P	**2,778**	**3,130**	**3,307**	**3,307**	**3,017**	**2,594**	**2,594**	**2,655**	**2,728**
Officer Subtotal	13,471	13,493	13,390	13,390	13,094	12,808	12,808	12,743	12,684
Enlisted Subtotal	46,134	46,085	46,000	46,000	46,535	47,339	47,339	47,620	48,438
Subtotal Paid Drill/Ind Tng	**59,605**	**59,578**	**59,390**	**59,390**	**59,629**	**60,147**	**60,147**	**60,363**	**61,122**
Full-time Active Duty									
Officers	1,455	1,441	1,454	1,454	1,438	1,473	1,473	1,500	1,492
Enlisted	4,619	4,565	4,621	4,621	4,633	4,680	4,680	4,755	4,786
Subtotal Full-time	**6,074**	**6,006**	**6,075**	**6,075**	**6,071**	**6,153**	**6,153**	**6,255**	**6,278**
Total Selected Reserve									
Officers	14,926	14,934	14,844	14,844	14,532	14,281	14,281	14,243	14,176
Enlisted	50,753	50,650	50,621	50,621	51,168	52,019	52,019	52,375	53,224
Total	**65,679**	**65,584**	**65,465**	**65,465**	**65,700**	**66,300**	**66,300**	**66,618**	**67,400**

RESERVE PERSONNEL, AIR FORCE
SUMMARY OF PERSONNEL

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Individual Ready Reserve									
Officers	7,419	7,439	7,458	7,458	7,478	7,498	7,498	7,518	7,538
Enlisted	23,056	22,876	22,696	22,696	22,434	22,172	22,172	21,858	21,543
Total	**30,475**	**30,315**	**30,154**	**30,154**	**29,912**	**29,670**	**29,670**	**29,376**	**29,081**
Reimbursable Strength (Included on previous page)									
Paid Drill/Individual Training									
Pay Group B - Officers	31	31	31	31	0	0	0	0	0
Pay Group B - Enlisted	0	0	0	0	0	0	0	0	0
Total Pay Group B	**31**	**31**	**31**	**31**	**0**	**0**	**0**	**0**	**0**
Full-time Active Duty									
Officers	50	50	50	50	50	50	50	50	50
Enlisted	54	54	54	54	54	54	54	54	54
Subtotal Full-time	**104**	**104**	**104**	**104**	**104**	**104**	**104**	**104**	**104**
Total Reimb Personnel									
Officers	81	81	81	81	50	50	50	50	50
Enlisted	54	54	54	54	54	54	54	54	54
Total	**135**	**135**	**135**	**135**	**104**	**104**	**104**	**104**	**104**

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Commissioned Officers									
O-9 Lieutenant General	0	0	0	0	0	0	0	0	0
O-8 Major General	0	0	0	0	0	0	0	0	0
O-7 Brigadier General	0	0	0	0	0	0	0	0	0
O-6 Colonel	170	172	174	174	177	185	185	185	185
O-5 Lieutenant Colonel	621	611	619	619	598	606	606	627	626
O-4 Major	524	517	522	522	516	528	528	539	538
O-3 Captain	122	124	124	124	130	136	136	132	127
O-2 1st Lieutenant	16	15	13	13	15	16	16	15	14
O-1 2nd Lieutenant	2	2	2	2	2	2	2	2	2
WO-5	0	0	0	0	0	0	0	0	0
WO-4	0	0	0	0	0	0	0	0	0
WO-3	0	0	0	0	0	0	0	0	0
WO-2	0	0	0	0	0	0	0	0	0
WO-1	0	0	0	0	0	0	0	0	0
Total Officers	**1,455**	**1,441**	**1,454**	**1,454**	**1,438**	**1,473**	**1,473**	**1,500**	**1,492**
Enlisted Personnel									
E-9 Chief Master Sergeant	223	221	218	218	226	233	233	240	244
E-8 Senior Master Sergeant	578	580	581	581	591	600	600	603	604
E-7 Master Sergeant	1,811	1,761	1,766	1,766	1,765	1,785	1,785	1,815	1,824
E-6 Technical Sergeant	1,117	1,120	1,158	1,158	1,153	1,167	1,167	1,188	1,194
E-5 Staff Sergeant	771	762	779	779	781	782	782	792	800
E-4 Senior Airman	116	114	111	111	112	113	113	117	120
E-3 Airman First Class	1	4	6	6	3	0	0	0	0
E-2 Airman	0	1	1	1	1	0	0	0	0
E-1 Airman Basic	2	2	1	1	1	0	0	0	0
Total Enlisted	**4,619**	**4,565**	**4,621**	**4,621**	**4,633**	**4,680**	**4,680**	**4,755**	**4,786**
Total Personnel on Active Duty	**6,074**	**6,006**	**6,075**	**6,075**	**6,071**	**6,153**	**6,153**	**6,255**	**6,278**

RESERVE PERSONNEL, AIR FORCE
STRENGTH BY MONTH

FY 2025 Strength by Month

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total Selective
	Officers	Enlisted	Total	Officers	Enlisted	Total	Group F	Paid	NonPaid	Drill	Officers	Enlisted	Total	Reserve
September 30, 2024	8,683	40,548	49,231	4,788	2,808	7,596	933	1,845	0	59,605	1,455	4,619	6,074	65,679
October	8,656	40,430	49,086	4,810	2,805	7,615	900	1,943	0	59,544	1,446	4,632	6,078	65,622
November	8,686	40,360	49,046	4,839	2,810	7,649	883	2,058	0	59,636	1,440	4,593	6,033	65,669
December	8,720	40,200	48,920	4,836	2,801	7,637	848	2,203	0	59,608	1,433	4,574	6,007	65,615
January	8,671	40,200	48,871	4,832	2,806	7,638	855	2,257	0	59,621	1,427	4,548	5,975	65,596
February	8,686	40,120	48,806	4,846	2,798	7,644	909	2,344	0	59,703	1,424	4,534	5,958	65,661
March	8,659	40,012	48,671	4,846	2,805	7,651	953	2,414	0	59,689	1,425	4,521	5,946	65,635
April	8,678	40,184	48,862	4,858	2,805	7,663	1,044	2,070	0	59,639	1,439	4,518	5,957	65,596
May	8,652	40,198	48,850	4,856	2,771	7,627	1,072	2,036	0	59,585	1,446	4,532	5,978	65,563
June	8,635	40,082	48,717	4,841	2,756	7,597	1,063	2,138	0	59,515	1,443	4,555	5,998	65,513
July	8,640	40,023	48,663	4,818	2,749	7,567	1,052	2,170	0	59,452	1,452	4,564	6,016	65,468
August	8,605	39,957	48,562	4,804	2,752	7,556	1,000	2,307	0	59,425	1,460	4,583	6,043	65,468
September 30, 2025	8,594	39,940	48,534	4,796	2,753	7,549	947	2,360	0	59,390	1,454	4,621	6,075	65,465
Average	8,661	40,168	48,829	4,832	2,787	7,619	960	2,170	0	59,578	1,441	4,565	6,006	65,584

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

AC Funded	**RC Funded**	**TOTAL**	**Primary Mission Being Performed**
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
62	0	62	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

RESERVE PERSONNEL, AIR FORCE
STRENGTH BY MONTH

FY 2026 Strength by Month

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total Selective
	Officers	Enlisted	Total	Officers	Enlisted	Total	Group F	Paid	NonPaid	Drill	Officers	Enlisted	Total	Reserve
September 30, 2025	8,594	39,940	48,534	4,796	2,753	7,549	947	2,360	0	59,390	1,454	4,621	6,075	65,465
October	8,532	39,846	48,378	4,799	2,728	7,527	1,002	2,413	0	59,320	1,432	4,611	6,043	65,363
November	8,519	39,853	48,372	4,803	2,698	7,501	1,079	2,396	0	59,348	1,420	4,598	6,018	65,366
December	8,501	39,807	48,308	4,807	2,685	7,492	1,084	2,413	0	59,297	1,418	4,588	6,006	65,303
January	8,464	39,732	48,196	4,804	2,692	7,496	1,069	2,441	0	59,202	1,423	4,615	6,038	65,240
February	8,501	40,790	49,291	4,599	2,762	7,361	1,029	1,923	0	59,604	1,426	4,631	6,057	65,661
March	8,492	40,960	49,452	4,571	2,763	7,334	1,041	1,819	0	59,646	1,404	4,639	6,043	65,689
April	8,481	41,130	49,611	4,536	2,764	7,300	1,062	1,747	0	59,720	1,431	4,645	6,076	65,796
May	8,455	41,300	49,755	4,501	2,765	7,266	1,085	1,677	0	59,783	1,455	4,651	6,106	65,889
June	8,444	41,470	49,914	4,487	2,766	7,253	1,091	1,601	0	59,859	1,453	4,653	6,106	65,965
July	8,439	41,640	50,079	4,451	2,767	7,218	1,099	1,567	0	59,963	1,462	4,655	6,117	66,080
August	8,429	41,810	50,239	4,411	2,768	7,179	1,105	1,499	0	60,022	1,469	4,661	6,130	66,152
September 30, 2026	8,424	41,976	50,400	4,384	2,769	7,153	1,110	1,484	0	60,147	1,473	4,680	6,153	66,300
Average	8,481	40,775	49,256	4,613	2,743	7,356	1,065	1,952	0	59,629	1,438	4,633	6,071	65,700

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

AC Funded	**RC Funded**	**TOTAL**	**Primary Mission Being Performed**
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
100	0	100	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

RESERVE PERSONNEL, AIR FORCE
STRENGTH BY MONTH

FY 2027 Strength by Month

	Pay Group A			Pay Group B (IMA)			Pay	Pay Group P		Total	Full-Time			Total Selective
	Officers	Enlisted	Total	Officers	Enlisted	Total	Group F	Paid	NonPaid	Drill	Officers	Enlisted	Total	Reserve
September 30, 2026	8,424	41,976	50,400	4,384	2,769	7,153	1,110	1,484	0	60,147	1,473	4,680	6,153	66,300
October	8,406	42,167	50,573	4,380	2,766	7,146	1,119	1,426	0	60,264	1,510	4,715	6,225	66,489
November	8,399	42,169	50,568	4,372	2,764	7,136	1,145	1,434	0	60,283	1,507	4,720	6,227	66,510
December	8,391	42,174	50,565	4,365	2,762	7,127	1,156	1,445	0	60,293	1,506	4,734	6,240	66,533
January	8,388	42,177	50,565	4,362	2,761	7,123	1,165	1,467	0	60,320	1,505	4,747	6,252	66,572
February	8,388	42,179	50,567	4,356	2,765	7,121	1,176	1,476	0	60,340	1,504	4,759	6,263	66,603
March	8,382	42,181	50,563	4,353	2,764	7,117	1,189	1,483	0	60,352	1,503	4,764	6,267	66,619
April	8,381	42,181	50,562	4,350	2,762	7,112	1,201	1,488	0	60,363	1,501	4,769	6,270	66,633
May	8,380	42,182	50,562	4,349	2,766	7,115	1,202	1,493	0	60,372	1,499	4,773	6,272	66,644
June	8,379	42,183	50,562	4,348	2,764	7,112	1,203	1,501	0	60,378	1,496	4,777	6,273	66,651
July	8,375	42,184	50,559	4,345	2,756	7,101	1,204	1,508	0	60,372	1,495	4,781	6,276	66,648
August	8,373	42,185	50,558	4,344	2,758	7,102	1,206	1,515	0	60,381	1,494	4,785	6,279	66,660
September 30, 2027	8,372	42,969	51,341	4,312	2,741	7,053	1,210	1,518	0	61,122	1,492	4,786	6,278	67,400
Average	8,387	42,203	50,590	4,356	2,762	7,118	1,177	1,478	0	60,363	1,500	4,755	6,255	66,618

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

AC Funded	**RC Funded**	**TOTAL**	**Primary Mission Being Performed**
Count Against Active Component End Strength	Count Against Reserve Component (AGR) End Strength	Count Against AD (AC + AGR) End Strength	
100	0	100	Security Forces; Aircraft Maintenance; Airlift and Tanker Aircrew; Civil Engineering; Medical

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

OFFICERS

	FY 2025 Actual	FY 2026 Estimate	FY 2027 Estimate
BEGINNING STRENGTH	**14,926**	**14,844**	**14,281**
GAINS			
Non-Prior Service Personnel	16	19	20
Male	12	15	15
Female	4	4	5
Prior Service Personnel	1,566	1,281	1,425
Civilian Life	40	31	41
Active Component	670	610	650
Enlisted Commissioning Programs	310	290	298
Other Reserve Status/Component	265	208	265
All Other	281	142	171
TOTAL GAINS	**1,582**	**1,300**	**1,445**
LOSSES			
Civilian Life	80	95	100
Active Component	42	51	50
Retired Reserves	701	793	622
Space Force Transfers	158	160	33
Other Reserve Status/Component	73	89	55
All Other	610	675	690
TOTAL LOSSES	**1,664**	**1,863**	**1,550**
END STRENGTH	**14,844**	**14,281**	**14,176**

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

ENLISTED

	FY 2025 Actual	FY 2026 Estimate	FY 2027 Estimate
BEGINNING STRENGTH	**50,753**	**50,621**	**52,019**
GAINS			
Non-Prior Service Personnel	2,655	2,840	2,418
Male	2,010	2,090	1,835
Female	645	750	583
Prior Service Personnel	3,820	3,686	4,887
Civilian Life	513	421	676
Active Component	1,467	1,094	1,957
Other Reserve Status/Component	1,241	881	1,389
All Other	599	1,290	865
TOTAL GAINS	**6,475**	**6,526**	**7,305**
LOSSES			
Civilian Life	1,781	1,701	1,830
Active Component	218	27	39
To Officer Status	265	167	246
Retired Reserves	1,294	1,090	1,433
Space Force Transfers	0	0	0
Other Reserve Status/Component	2,190	2,016	2,380
All Other	859	127	172
TOTAL LOSSES	**6,607**	**5,128**	**6,100**
END STRENGTH	**50,621**	**52,019**	**53,224**

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
UNIT AND INDIVIDUAL TRAINING									
PAY GROUP A									
Active Duty Training	$47,676	$118,847	$166,523	$48,851	$126,195	$175,046	$49,402	$134,464	$183,866
Inactive Duty Training									
Unit Training Assemblies	$126,594	$283,101	$409,695	$139,985	$302,513	$442,498	$145,696	$322,285	$467,981
Flight Training	$33,899	$7,047	$40,946	$34,771	$7,492	$42,263	$35,064	$7,971	$43,035
Training Preparation	$0	$0	$0	$0	$0	$0	$0	$0	$0
Readiness Management Periods	$5,673	$4,760	$10,433	$5,821	$5,067	$10,888	$5,870	$5,390	$11,260
Military Funeral Honors	$1	$17	$18	$1	$22	$23	$1	$23	$24
Clothing	$840	$9,048	$9,888	$843	$9,311	$10,154	$849	$9,507	$10,356
Subsistence of Enlisted Personnel	$0	$1,395	$1,395	$0	$1,446	$1,446	$0	$1,539	$1,539
Travel	$17,856	$83,447	$101,303	$18,057	$86,942	$104,999	$18,269	$91,351	$109,620
TOTAL DIRECT OBLIGATIONS	**$232,539**	**$507,662**	**$740,201**	**$248,329**	**$538,988**	**$787,317**	**$255,151**	**$572,530**	**$827,681**
PAY GROUP B									
Active Duty Training	$28,955	$7,292	$36,247	$29,097	$7,510	$36,607	$28,098	$7,785	$35,883
Inactive Duty Training	$51,802	$12,545	$64,347	$53,780	$14,182	$67,962	$52,569	$15,195	$67,764
Clothing	$0	$37	$37	$0	$38	$38	$0	$39	$39
Subsistence of Enlisted Personnel	$0	$0	$0	$0	$0	$0	$0	$0	$0
Travel	$9,181	$4,494	$13,675	$9,076	$4,555	$13,631	$8,749	$4,682	$13,431
TOTAL DIRECT OBLIGATIONS	**$89,938**	**$24,368**	**$114,306**	**$91,953**	**$26,285**	**$118,238**	**$89,416**	**$27,701**	**$117,117**
PAY GROUP F									
Active Duty Training	$0	$59,477	$59,477	$0	$69,030	$69,030	$0	$79,025	$79,025
Clothing	$0	$7,213	$7,213	$0	$8,232	$8,232	$0	$9,291	$9,291
Subsistence of Enlisted Personnel	$0	$0	$0	$0	$0	$0	$0	$0	$0
Travel	$0	$3,920	$3,920	$0	$4,474	$4,474	$0	$5,049	$5,049
TOTAL DIRECT OBLIGATIONS	**$0**	**$70,610**	**$70,610**	**$0**	**$81,736**	**$81,736**	**$0**	**$93,365**	**$93,365**
PAY GROUP P									
Inactive Duty Training	$0	$5,972	$5,972	$0	$5,630	$5,630	$0	$4,408	$4,408
TOTAL DIRECT OBLIGATIONS	**$0**	**$5,972**	**$5,972**	**$0**	**$5,630**	**$5,630**	**$0**	**$4,408**	**$4,408**
TOTAL UNIT AND INDIVIDUAL TRAINING	**$322,477**	**$608,612**	**$931,089**	**$340,282**	**$652,639**	**$992,921**	**$344,567**	**$698,004**	**$1,042,571**

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
OTHER TRAINING AND SUPPORT									
MOBILIZATION TRAINING									
IRR Muster/Screening	$12	$322	$334	$14	$143	$157	$55	$493	$548
IRR Readiness Training	$0	$0	$0	$15	$183	$198	$0	$0	$0
TOTAL DIRECT OBLIGATIONS	**$12**	**$322**	**$334**	**$29**	**$326**	**$355**	**$55**	**$493**	**$548**
SCHOOL TRAINING									
Career Development Training	$26,568	$20,740	$47,308	$26,353	$21,281	$47,634	$26,895	$22,812	$49,707
Initial Skill Acquisition Training	$6,679	$30,352	$37,031	$6,623	$31,142	$37,765	$6,766	$33,387	$40,153
Officer Training School	$3,320	$6,084	$9,404	$3,292	$6,242	$9,534	$3,365	$6,691	$10,056
Recruiter Training	$0	$310	$310	$0	$318	$318	$0	$341	$341
Refresher & Proficiency Training	$11,121	$8,249	$19,370	$11,032	$8,464	$19,496	$11,259	$9,069	$20,328
Undergraduate Pilot/Nav Training	$69,665	$35,345	$105,010	$69,101	$36,265	$105,366	$70,548	$38,879	$109,427
Unit Conversion Training	$6,505	$5,371	$11,876	$6,642	$5,672	$12,314	$6,722	$6,028	$12,750
TOTAL DIRECT OBLIGATIONS	**$123,858**	**$106,451**	**$230,309**	**$123,043**	**$109,384**	**$232,427**	**$125,555**	**$117,207**	**$242,762**
SPECIAL TRAINING									
Command & Staff Supervision	$4,117	$3,422	$7,539	$3,999	$3,436	$7,435	$4,041	$3,642	$7,683
Competitive Events	$106	$0	$106	$103	$0	$103	$104	$0	$104
Exercises	$6,189	$9,441	$15,630	$6,013	$9,480	$15,493	$6,077	$10,047	$16,124
Management Support	$81,205	$189,346	$270,551	$78,900	$190,201	$269,101	$79,777	$201,864	$281,641
Operational Training	$3,220	$55,987	$59,207	$3,130	$56,265	$59,395	$3,169	$59,786	$62,955
Recruiting/Retention	$0	$0	$0	$0	$0	$0	$0	$0	$0
Service Mission/Mission Support	$3,241	$4,348	$7,589	$3,292	$4,565	$7,857	$3,318	$4,826	$8,144
Unit Conversion Training	$1,621	$8,697	$10,318	$1,647	$9,134	$10,781	$1,661	$9,666	$11,327
Drug Interdiction Activity	$5	$261	$266	$0	$0	$0	$0	$0	$0
Yellow Ribbon	$664	$7,516	$8,180	$881	$9,983	$10,864	$952	$10,781	$11,733
TOTAL DIRECT OBLIGATIONS	**$100,368**	**$279,018**	**$379,386**	**$97,965**	**$283,064**	**$381,029**	**$99,099**	**$300,612**	**$399,711**

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
ADMINISTRATION AND SUPPORT									
Full Time Pay and Allowances	$301,377	$548,904	$850,281	$308,119	$571,609	$879,728	$328,215	$604,120	$932,335
Basic Needs Allowance	$0	$0	$0	$0	$2,182	$2,182	$0	$2,245	$2,245
Clothing	$0	$0	$0	$0	$0	$0	$0	$0	$0
Travel/PCS	$4,017	$6,979	$10,996	$4,133	$7,181	$11,314	$5,184	$9,005	$14,189
Death Gratuities	$0	$749	$749	$100	$100	$200	$100	$100	$200
Health Profession Stipend	$712	$0	$712	$1,687	$0	$1,687	$1,745	$0	$1,745
Transportation Subsidy	$0	$0	$0	$0	$0	$0	$0	$0	$0
Disability & Hospitalization	$29	$211	$240	$30	$76	$106	$30	$76	$106
Reserve Incentive	$56,893	$38,040	$94,933	$55,025	$45,638	$100,663	$54,379	$47,352	$101,731
$30,000 Lump Sum Bonus	$0	$0	$0	$0	$0	$0	$0	$0	$0
Continuation Pay	$853	$453	$1,306	$605	$373	$978	$559	$466	$1,025
TOTAL DIRECT OBLIGATIONS	**$363,881**	**$595,336**	**$959,217**	**$369,699**	**$627,159**	**$996,858**	**$390,212**	**$663,364**	**$1,053,576**
(OTHER TRAINING AND SUPPORT cont'd)									
TSP MATCHING CONTRIBUTIONS									
TSP Matching Contributions	$5,297	$10,710	$16,007	$3,601	$9,614	$13,215	$3,741	$10,028	$13,769
TOTAL DIRECT OBLIGATIONS	**$5,297**	**$10,710**	**$16,007**	**$3,601**	**$9,614**	**$13,215**	**$3,741**	**$10,028**	**$13,769**
EDUCATION BENEFITS									
Benefits Accrual: Basic Benefits (Chap.1606)	$0	$0	$0	$0	$215	$215	$0	$238	$238
Tuition Assistance	$636	$10,700	$11,336	$805	$11,647	$12,452	$805	$11,647	$12,452
Kicker Program	$0	$917	$917	$0	$2,771	$2,771	$0	$2,783	$2,783
Amortization (Chap.1606) Payment	$0	$0	$0	$0	$0	$0	$0	$0	$0
Educational Assistance (Chap.1607)	$0	$0	$0	$0	$0	$0	$0	$0	$0
Amortization (Chap.1607)	$0	$0	$0	$0	$0	$0	$0	$0	$0
Normal Cost Enhanced Benefit	$0	$0	$0	$0	$0	$0	$0	$0	$0
TOTAL DIRECT OBLIGATIONS	**$636**	**$11,617**	**$12,253**	**$805**	**$14,633**	**$15,438**	**$805**	**$14,668**	**$15,473**
TOTAL RESERVE PERSONNEL TRAINING	**594,052**	**1,003,454**	**1,597,506**	**595,142**	**1,044,180**	**1,639,322**	**619,467**	**1,106,372**	**1,725,839**

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Officers	Enlisted	Total	Officers	Enlisted	Total	Officers	Enlisted	Total
HEALTH PROFESSIONS SCHOLARSHIP									
Stipend	$38,545	$0	$38,545	$43,705	$0	$43,705	$48,906	$0	$48,906
Pay and Allowances, Active Duty for Training	$14,347	$0	$14,347	$16,342	$0	$16,342	$17,934	$0	$17,934
Uniform Allowance	$216	$0	$216	$216	$0	$216	$216	$0	$216
Travel	$2,802	$0	$2,802	$2,883	$0	$2,883	$2,944	$0	$2,944
Critical Skills Accession Bonus	$3,620	$0	$3,620	$3,620	$0	$3,620	$3,620	$0	$3,620
TOTAL DIRECT OBLIGATIONS	**$59,530**	**$0**	**$59,530**	**$66,766**	**$0**	**$66,766**	**$73,620**	**$0**	**$73,620**
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)									
Stipend	$611	$0	$611	$1,028	$0	$1,028	$1,174	$0	$1,174
Financial Assistance Grant	$900	$0	$900	$900	$0	$900	$900	$0	$900
Uniform Allowance	$0	$0	$0	$0	$0	$0	$0	$0	$0
Travel	$0	$0	$0	$0	$0	$0	$0	$0	$0
Pay and Allowances, Active Duty for Training	$107	$0	$107	$178	$0	$178	$198	$0	$198
TOTAL DIRECT OBLIGATIONS	**$1,618**	**$0**	**$1,618**	**$2,106**	**$0**	**$2,106**	**$2,272**	**$0**	**$2,272**
TOTAL OTHER TRAINING AND SUPPORT	**$655,200**	**$1,003,454**	**$1,658,654**	**$664,014**	**$1,044,180**	**$1,708,194**	**$695,359**	**$1,106,372**	**$1,801,731**
TOTAL DIRECT PROGRAM	**$977,677**	**$1,612,066**	**$2,589,743**	**$1,004,296**	**$1,696,819**	**$2,701,115**	**$1,039,926**	**$1,804,376**	**$2,844,302**

RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
($ in Thousands)

	FY 2026 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	Priority Munitions Prior Approval Reprogramming[1]	INTERNAL REALIGNMENT/ REPROGRAMMING[2]	SUBTOTAL	Proposed DD 1415 Actions	FY26 COLUMN OF THE FY27 PRES BUDGET
PAY GROUP A								
Active Duty Training	$184,446	$0	$184,446	$0	($9,400)	$175,046	$0	$175,046
Inactive Duty Training								
Unit Training Assemblies	$476,066	$0	$476,066	$0	$91,432	$567,498	($125,000)	$442,498
Flight Training	$42,384	$0	$42,384	$0	($121)	$42,263	$0	$42,263
Readiness Management Periods	$11,609	$0	$11,609	$0	($721)	$10,888	$0	$10,888
Military Funeral Honors	$72	$0	$72	$0	($49)	$23	$0	$23
Clothing	$10,770	$0	$10,770	$0	($616)	$10,154	$0	$10,154
Subsistence of Enlisted Personnel	$1,772	$0	$1,772	$0	($326)	$1,446	$0	$1,446
Travel	$104,638	$0	$104,638	$0	$361	$104,999	$0	$104,999
TOTAL Direct Obligations	$831,757	$0	$831,757	$0	$80,560	$912,317	($125,000)	$787,317
PAY GROUP B								
Active Duty Training	$35,091	$0	$35,091	$0	$1,516	$36,607	$0	$36,607
Inactive Duty Training	$69,785	$0	$69,785	$0	($4,823)	$64,962	$3,000	$67,962
Clothing	$21	$0	$21	$0	$17	$38	$0	$38
Travel	$12,861	$0	$12,861	$0	$770	$13,631	$0	$13,631
TOTAL Direct Obligations	$117,758	$0	$117,758	$0	($2,520)	$115,238	$3,000	$118,238
PAY GROUP F								
Active Duty Training	$58,696	$2,500	$61,196	$0	($6,166)	$55,030	$14,000	$69,030
Clothing	$7,298	$0	$7,298	$0	$934	$8,232	$0	$8,232
Travel	$3,995	$0	$3,995	$0	$479	$4,474	$0	$4,474
TOTAL Direct Obligations	$69,989	$2,500	$72,489	$0	($4,753)	$67,736	$14,000	$81,736
PAY GROUP P								
Inactive Duty Training	$4,143	$0	$4,143	$0	($3,513)	$630	$5,000	$5,630
TOTAL Direct Obligations	$4,143	$0	$4,143	$0	($3,513)	$630	$5,000	$5,630
MOBILIZATION TRAINING								
IRR Muster/Screening	$142	$0	$142	$0	$15	$157	$0	$157
IRR Readiness Training	$198	$0	$198	$0	$0	$198	$0	$198
TOTAL Direct Obligations	$340	$0	$340	$0	$15	$355	$0	$355

RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
($ in Thousands)

	FY 2026 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	Priority Munitions Prior Approval Reprogramming[1]	INTERNAL REALIGNMENT/ REPROGRAMMING[2]	SUBTOTAL	Proposed DD 1415 Actions	FY26 COLUMN OF THE FY27 PRES BUDGET
SCHOOL TRAINING								
Career Development Training	$47,138	$0	$47,138	$0	$496	$47,634	$0	$47,634
Initial Skill Acquisition Training	$41,106	$0	$41,106	$0	($3,341)	$37,765	$0	$37,765
Officer Training School	$9,684	$0	$9,684	$0	($150)	$9,534	$0	$9,534
Recruiter Training	$448	$0	$448	$0	($130)	$318	$0	$318
Refresher & Proficiency Training	$20,792	$0	$20,792	$0	($1,296)	$19,496	$0	$19,496
Undergraduate Pilot/Nav Training	$93,333	$0	$93,333	$0	$12,033	$105,366	$0	$105,366
Unit Conversion Training	$16,514	$0	$16,514	$0	($4,200)	$12,314	$0	$12,314
TOTAL Direct Obligations	$229,015	$0	$229,015	$0	$3,412	$232,427	$0	$232,427
SPECIAL TRAINING								
Command & Staff Supervision	$8,599	$0	$8,599	$0	($1,164)	$7,435	$0	$7,435
Competitive Events	$116	$0	$116	$0	($13)	$103	$0	$103
Exercises	$18,823	$0	$18,823	$0	($3,330)	$15,493	$0	$15,493
Management Support	$242,314	$0	$242,314	$0	($73,213)	$169,101	$100,000	$269,101
Operational Training	$56,845	$0	$56,845	$0	$2,550	$59,395	$0	$59,395
Service Mission/Mission Support	$6,409	$0	$6,409	$0	$1,448	$7,857	$0	$7,857
Unit Conversion Training	$4,256	$0	$4,256	$0	$6,525	$10,781	$0	$10,781
Yellow Ribbon	$10,864	$0	$10,864	$0	$0	$10,864	$0	$10,864
TOTAL Direct Obligations	$348,226	$0	$348,226	$0	($67,197)	$281,029	$100,000	$381,029
ADMINISTRATION AND SUPPORT								
Full Time Pay and Allowances	$920,180	($41,932)	$878,248	$0	$1,480	$879,728	$0	$879,728
Basic Needs	$2,182	$0	$2,182	$0	$0	$2,182	$0	$2,182
Travel/PCS	$13,470	$0	$13,470	$0	($2,156)	$11,314	$0	$11,314
Death Gratuities	$200	$0	$200	$0	$0	$200	$0	$200
Health Profession Stipend	$1,618	$0	$1,618	$0	$69	$1,687	$0	$1,687
Disability & Hospitalization	$104	$0	$104	$0	$2	$106	$0	$106
Reserve Incentive	$104,102	$0	$104,102	$0	($3,439)	$100,663	$0	$100,663
Continuation Pay	$577	$0	$577	$0	$401	$978	$0	$978
TOTAL Direct Obligations	$1,042,433	($41,932)	$1,000,501	$0	($3,643)	$996,858	$0	$996,858
TSP MATCHING CONTRIBUTIONS								
TSP Matching Contributions	$11,199	$0	$11,199	$0	($984)	$10,215	$3,000	$13,215
TOTAL Direct Obligations	$11,199	$0	$11,199	$0	($984)	$10,215	$3,000	$13,215

RESERVE PERSONNEL, AIR FORCE
ANALYSIS OF APPROPRIATION CHANGES
($ in Thousands)

	FY 2026 PRESIDENT'S BUDGET	CONGRESSIONAL ACTION	APPROPRIATION	Priority Munitions Prior Approval Reprogramming[1]	INTERNAL REALIGNMENT/ REPROGRAMMING[2]	SUBTOTAL	Proposed DD 1415 Actions	FY26 COLUMN OF THE FY27 PRES BUDGET
EDUCATION BENEFITS								
Benefits Accrual: Basic Benefits (Chap.1606)	$208	$0	$208	$0	$7	$215	$0	$215
Tuition Assistance	$12,452	$0	$12,452	$0	$0	$12,452	$0	$12,452
Kicker Program	$2,771	$0	$2,771	$0	$0	$2,771	$0	$2,771
TOTAL Direct Obligations	$15,431	$0	$15,431	$0	$7	$15,438	$0	$15,438
HEALTH PROFESSIONS SCHOLARSHIP								
Stipend	$45,050	$0	$45,050	$0	($1,345)	$43,705	$0	$43,705
Pay and Allowances, Active Duty for Training	$18,002	$0	$18,002	$0	($1,660)	$16,342	$0	$16,342
Uniform Allowance	$95	$0	$95	$0	$121	$216	$0	$216
Travel	$3,752	$0	$3,752	$0	($869)	$2,883	$0	$2,883
Critical Skills Accession Bonus HPSP	$1,900	$0	$1,900	$0	$1,720	$3,620	$0	$3,620
TOTAL Direct Obligations	$68,799	$0	$68,799	$0	($2,033)	$66,766	$0	$66,766
MEDICAL FINANCIAL ASSISTANCE PROGRAM (FAP)								
Stipend	$935	$0	$935	$0	$93	$1,028	$0	$1,028
Financial Assistance Grant	$495	$0	$495	$0	$405	$900	$0	$900
Pay and Allowances, Active Duty for Training	$27	$0	$27	$0	$151	$178	$0	$178
TOTAL Direct Obligations	$1,457	$0	$1,457	$0	$649	$2,106	$0	$2,106
Total Reserve Comp.Training/Support Direct Program	**$2,740,547**	**($39,432)**	**$2,701,115**	**$0**	**$0**	**$2,701,115**	**$0**	**$2,701,115**

[1] Includes pending DD 1415 action for the Priority Munitions Prior Approval (PA) reprogramming.
[2] Includes anticipated and approved Internal Reprogrammings (IRs) for Counter Drug (+$499 thousand), Innovation Readiness Training (+$2,724 thousand), and Below Threshold Reprogrammings (under $15M) crossing BAs for Active and BSAs for Reserve and Guard

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

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
Pay Group A						
Officers	$153,969	$33,103	$156,757	$35,427	$162,441	$31,026
Enlisted	$297,566	$63,973	$314,065	$70,979	$343,337	$65,577
Subtotal	$451,534	$97,076	$470,822	$106,406	$505,778	$96,603
Pay Group B						
Officers	$57,479	$12,358	$57,427	$12,978	$56,823	$10,853
Enlisted	$14,088	$3,029	$14,420	$3,259	$15,333	$2,929
Subtotal	$71,567	$15,387	$71,847	$16,237	$72,156	$13,782
Pay Group F						
Enlisted	$34,670	$7,454	$39,983	$9,036	$46,978	$8,973
Subtotal	$34,670	$7,454	$39,983	$9,036	$46,978	$8,973
Pay Group P						
Enlisted	$4,488	$965	$4,198	$949	$3,378	$645
Subtotal	$4,488	$965	$4,198	$949	$3,378	$645
Mobilization Training						
Officers	$0	$0	$0	$0	$0	$0
Enlisted	$0	$0	$0	$0	$0	$0
Subtotal	$0	$0	$0	$0	$0	$0
School Training						
Officers	$58,916	$12,667	$58,345	$13,186	$60,945	$11,641
Enlisted	$39,326	$8,455	$40,379	$9,126	$44,449	$8,489
Subtotal	$98,242	$21,122	$98,724	$22,312	$105,394	$20,130
Special Training						
Officers	$47,512	$10,215	$46,436	$10,491	$48,253	$9,225
Enlisted	$114,693	$24,659	$116,881	$26,367	$127,893	$24,533
Subtotal	$162,205	$34,874	$163,317	$36,858	$176,146	$33,759

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

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Basic Pay	Retired Pay	Basic Pay	Retired Pay	Basic Pay	Retired Pay
Administration and Support - Full Time						
Officers	$183,880	$48,912	$190,686	$46,337	$208,671	$42,152
Enlisted	$292,274	$77,745	$308,330	$74,924	$334,829	$67,638
Subtotal	$476,154	$126,657	$499,016	$121,261	$543,500	$109,790
Health Professions Scholarship						
Officers	$8,483	$1,824	$9,255	$2,092	$10,347	$1,976
Enlisted	$0	$0	$0	$0	$0	$0
Subtotal	$8,483	$1,824	$9,255	$2,092	$10,347	$1,976
Medical Financial Assistance Program						
Officers	$87	$19	$137	$31	$156	$30
Enlisted	$0	$0	$0	$0	$0	$0
Subtotal	$87	$19	$137	$31	$156	$30
Total Direct Program						
Officers	$510,325	$119,098	$519,043	$120,542	$547,636	$106,903
Enlisted	$797,105	$186,280	$838,256	$194,640	$916,198	$178,785
Total	$1,307,430	$305,378	$1,357,299	$315,182	$1,463,834	$285,688
Reimbursable Program						
Officers	$8,891	$2,343	$7,783	$1,891	$7,985	$1,613
Enlisted	$2,738	$728	$2,518	$612	$2,584	$522
Total	$11,629	$3,071	$10,301	$2,503	$10,569	$2,135
Total Program						
Officer	$519,216	$121,441	$526,826	$122,433	$555,622	$108,516
Enlisted	$799,843	$187,008	$840,775	$195,252	$918,781	$179,306
Total	$1,319,059	$308,449	$1,367,600	$317,686	$1,474,403	$287,823

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

	FY 2025 Actual	FY 2026 Estimate	FY 2027 Estimate
Pay Group A			
Officers	$5,930	$6,045	$6,229
Enlisted	$18,122	$19,150	$20,653
Subtotal	$24,052	$25,195	$26,882
Pay Group B			
Officers	$3,479	$3,480	$3,424
Enlisted	$1,053	$1,079	$1,132
Subtotal	$4,532	$4,559	$4,556
Pay Group F			
Enlisted	$13,017	$15,030	$17,312
Pay Group P			
Enlisted	$0	$0	$0
Mobilization Training			
Officers	$0	$0	$0
Enlisted	$0	$0	$0
Subtotal	$0	$0	$0
School Training			
Officers	$20,464	$20,289	$21,074
Enlisted	$19,490	$20,035	$21,758
Subtotal	$39,954	$40,324	$42,831
Special Training			
Officers	$13,541	$13,244	$13,685
Enlisted	$52,634	$53,626	$57,917
Subtotal	$66,175	$66,869	$71,602

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

	FY 2025 Actual	FY 2026 Estimate	FY 2027 Estimate
Administration and Support			
Officers	$49,956	$51,867	$56,436
Enlisted	$127,923	$135,113	$144,731
Subtotal	$177,879	$186,980	$201,167
Other			
Health Professions Scholarship	$3,925	$4,287	$4,819
Total Direct Program			
Officers	$97,295	$99,212	$105,666
Enlisted	$232,239	$244,033	$263,503
Total	$329,534	$343,244	$369,170

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

	FY 2025 Actual	FY 2026 Estimate	FY 2027 Estimate
Pay Group A			
Officers	$17,856	$18,057	$18,269
Enlisted	$83,447	$86,943	$91,351
Subtotal	$101,303	$105,000	$109,620
Pay Group B			
Officers	$9,181	$9,075	$8,748
Enlisted	$4,494	$4,555	$4,682
Subtotal	$13,675	$13,630	$13,430
Pay Group F			
Enlisted	$3,920	$4,474	$5,049
Pay Group P			
Enlisted	$0	$0	$0
Mobilization Training			
Officers	$0	$15	$0
Enlisted	$0	$183	$0
Subtotal	$0	$198	$0
School Training			
Officers	$17,415	$17,068	$17,371
Enlisted	$30,157	$30,644	$32,609
Subtotal	$47,572	$47,712	$49,980
Special Training			
Officers	$16,284	$15,366	$15,259
Enlisted	$64,567	$63,443	$65,870
Subtotal	$80,851	$78,808	$81,129

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

	FY 2025 Actual	FY 2026 Estimate	FY 2027 Estimate
Administration and Support			
Officers	$4,017	$4,133	$5,184
Enlisted	$6,979	$7,181	$9,005
Subtotal	$10,996	$11,314	$14,189
Other			
Health Professions Scholarship (Officers)	$2,802	$2,883	$2,944
Medical Financial Assistance Program	$0	$0	$0
Subtotal	$2,802	$2,883	$2,944
Total Direct Program			
Officers	$67,555	$66,597	$67,775
Enlisted	$193,564	$197,423	$208,567
Total	$261,119	$264,020	$276,341

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

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	BAS	SIK	BAS	SIK	BAS	SIK
Pay Group A						
Officers	$1,043	$0	$1,042	$0	$1,063	$0
Enlisted	$7,537	$1,395	$7,811	$1,446	$8,339	$1,539
Subtotal	$8,579		$8,853		$9,402	
Pay Group B						
Officers	$526	$0	$516	$0	$503	$0
Enlisted	$341	$0	$343	$0	$356	$0
Subtotal	$867		$859		$859	
Pay Group F						
Enlisted	$459	$0	$519	$0	$592	$0
Pay Group P						
Enlisted	$0	$0	$0	$0	$0	$0
Mobilization Training						
Officers	$0	$0	$0	$0	$0	$0
Enlisted	$0	$0	$0	$0	$0	$0
Subtotal	$0		$0		$0	
School Training						
Officers	$2,870	$0	$2,867	$0	$2,924	$0
Enlisted	$4,654	$0	$4,825	$0	$5,145	$0
Subtotal	$7,524		$7,691		$8,069	
Special Training						
Officers	$1,651	$0	$1,656	$0	$1,691	$0
Enlisted	$13,099	$0	$13,708	$0	$14,637	$0
Subtotal	$14,751		$15,364		$16,328	

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

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	BAS	SIK	BAS	SIK	BAS	SIK
Administration and Support						
Officers	$5,531	$0	$5,633	$0	$6,061	$0
Enlisted	$25,439	$0	$26,352	$0	$27,895	$0
Subtotal	$30,970		$31,985		$33,956	
Other						
Health Professions Scholarship	$676	$0	$724	$0	$805	$0
Financial Assistance Program	$2	$0	$3	$0	$3	$0
Other Subtotal	$677		$726		$808	
Direct Program						
Officers	$11,620	$0	$11,714	$0	$12,241	$0
Enlisted	$51,529	$1,395	$53,558	$1,446	$56,966	$1,539
Other	$677	$0	$726	$0	$808	$0
Program Total	$63,826	$1,395	$65,998	$1,446	$70,015	$1,539
Reimbursable Program						
Reimbursable Officers	$200	$0	$184	$0	$189	$0
Reimbursable Enlisted	$166	$0	$152	$0	$156	$0
Reimbursable Subtotal	$366	$0	$337	$0	$345	$0
Total Program						
Officers	$11,820	$0	$11,898	$0	$12,430	$0
Enlisted	$51,695	$1,395	$53,710	$1,446	$57,122	$1,539
Other	$677	$0	$726	$0	$808	$0

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

		AMOUNT
FY 2026 Direct Program	**$2,701,115**	**$2,701,115**
Increases:		
Pricing Increases:		
FY27 Pay Raise (6.2%, Effective 1 Jan 27)	**54,706**	**$54,706**
Pay Group A	19,043	
Pay Group B	2,530	
Pay Group F	2,062	
Pay Group P	148	
School	3,818	
Special	6,548	
Admin & Support	20,282	
Health Professions Scholarship	270	
Medical Financial Asst Program	4	
Annualization FY26 Pay Raise (3.8%, Effective 1 Jan 26)	**19,100**	**$19,100**
Pay Group A	6,649	
Pay Group B	883	
Pay Group F	720	
Pay Group P	52	
School	1,333	
Special	2,286	
Admin & Support	7,081	
Health Professions Scholarship	94	
Medical Financial Asst Program	1	
Inflation (Rate 2.1% FY27)	**7,233**	**$7,233**
Pay Group A	2,926	
Pay Group B	344	
Pay Group F	148	
Pay Group P	3	
School	1,364	
Special	473	
Admin & Support	108	
Health Professions Scholarship	1,824	
Medical Financial Asst Program	42	

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

		AMOUNT
FICA (Rate 7.65%, FY27 Ceiling - $190,800)	**5,648**	**$5,648**
Pay Group A	1,965	
Pay Group B	261	
Pay Group F	213	
Pay Group P	15	
School	393	
Special	678	
Admin & Support	2,093	
Health Professions Scholarship	28	
Medical Financial Asst Program	0	
BAH (Rate 4.2% FY27)	**14,840**	**$14,840**
Pay Group A	1,087	
Pay Group B	185	
Pay Group F	697	
School	1,726	
Special	2,841	
Admin & Support	8,111	
Health Professions Scholarship	194	

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

		AMOUNT
Other - Pricing	**3,698**	**$3,698**
Mobilization - IRR Muster Screening	11	
Pay Group F - Clothing	191	
Admin & Support - Travel	297	
Admin & Support - BAS	1,034	
Bonuses	2,128	
Pay Group A - Funeral Honors	31	
Pay Group B - SGLI	5	
Education Benefits	**12**	**$12**
Kicker	12	
Total Pricing Increases	**$105,236**	**$105,236**
Program Increases:		
Total Pay Group A Program Increases	**21,726**	**$21,726**
AT Pay	4,418	
IDT Pay	14,285	
ATA Pay	444	
Travel	2,530	
Clothing	0	
Subsistence	49	
Total Pay Group B Program Increases	**734**	**$734**
AT Pay	52	
IDT Pay	651	
Travel	30	
Clothing	0	
Total Pay Group F Program Increases	**8,614**	**$8,614**
Base Pay	4,214	
RPA	952	
Other	203	
FICA	322	
BAH	1,584	
Travel	471	
Clothing	868	

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

		AMOUNT
Total Mobilization Program Increases	**380**	**$380**
IRR Muster/Screening	380	
Total School Program Increases	**4,618**	**$4,618**
All Other Categories	4,618	
Total Special Program Increases	**10,694**	**$10,694**
All Other Categories	10,694	
Total Admin & Support Program Increases	**34,021**	**$34,021**
Full-Time / AGR	29,589	
Pay Allowances	63	
Travel	2,578	
Bonuses	1,698	
Continuation Pay	93	
Total TSP Matching Contributions Program Increases	**554**	**$554**
Total TSP Program	554	
Total Health Professions Scholarship Program Increases	**4,723**	**$4,723**
Pay & Allowances	1,285	
Travel	0	
All Other Categories	3,438	
Total Medical Financial Asst Program Increases	**123**	**$123**
Pay & Allowances	18	
All Other Categories	104	
Education Benefits Program Increases	**23**	**$23**
Basic Benefits	23	
Kicker	0	
Total Program Increases	**$86,210**	**$86,210**
Total Increases	**$191,446**	**$191,446**

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

		AMOUNT
Decreases:		
Pricing Decreases:		
Retired Pay Accrual		**($37,182)**
Part-Time Rate 19.1%	**(21,548)**	
Pay Group A	(11,897)	
Pay Group B	(1,754)	
Pay Group F	(1,016)	
Pay Group P	(73)	
School	(2,525)	
Special	(3,999)	
Health Professions Scholarship	(280)	
Medical Financial Asst Program	(4)	
Full-Time Rate 20.2%	**(15,635)**	
Admin & Support	(15,635)	
Total Pricing Decreases	**($37,182)**	**($37,182)**
Program Decreases:		
Total Pay Group A Program Decreases	**(1,167)**	**($1,167)**
AT Pay	(540)	
ATA Pay	(452)	
Travel	(165)	
Clothing	(10)	

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

		AMOUNT
Total Pay Group B Program Decreases	**(4,309)**	**($4,309)**
AT Pay	(1,617)	
IDT Pay	(2,185)	
Travel	(507)	
Total Pay Group P Program Decreases	**(1,367)**	**($1,367)**
Pay & Allowances	(1,367)	
Total Mobilization Program Decreases	**(198)**	**($198)**
Readiness Training	(198)	
Total School Program Decreases	**(393)**	**($393)**
All Other Categories	(393)	
Total Special Program Decreases	**(839)**	**($839)**
All Other Categories	(839)	
Total Admin & Support Program Decreases	**(2,804)**	**($2,804)**
Death and Disability	(0)	
Bonuses	(2,758)	
Health Profession Stipend	(0)	
Continuation Pay	(46)	
Total Program Decreases	**($11,077)**	**($11,077)**
Total Decreases	**($48,259)**	**($48,259)**
FY 2027 Direct Program	**$2,844,302**	**$2,844,302**

Section IV
DETAIL OF RESERVE PERSONNEL ENTITLEMENTS

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

		Amount
FY 2026 Direct Program		**$787,317**
Increases:		
Pricing Increases:		
FY27 Pay Raise (6.2%, Effective 1 Jan 27)	19,043	
Annualization FY26 Pay Raise (3.8%, Effective 1 Jan 26)	6,649	
Inflation (Rate 2.1% FY27)	2,926	
FICA (Rate 7.65%, FY27 Ceiling - $190,800)	1,965	
BAH (Rate 4.2% FY27)	1,087	
Other	31	
Total Pricing Increases	**$31,702**	
Program Increases:		
AT Pay	4,418	
IDT Pay	14,285	
ATA Pay	444	
Clothing	0	
Subsistence	49	
Travel	2,530	
Total Program Increases	**$21,726**	
Total Increases		**$53,428**

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

		Amount
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(11,897)	
Total Pricing Decreases	**($11,897)**	
Program Decreases:		
AT Pay	(540)	
Additional Training Assemblies Pay	(452)	
Clothing	(10)	
Travel	(165)	
Total Program Decreases	**($1,167)**	
Total Decreases		**($13,063)**
FY 2027 Direct Program		**$827,681**

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

Estimate	FY 2027	$827,681
Estimate	FY 2026	$787,317
Actual	FY 2025	$740,201

PART I - Purpose and Scope

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

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

Member is authorized travel expenses (actual expenses) not to exceed $750 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304. Authorization for this entitlement is effective for travel incurred on/after 27 December 2024.

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

In FY 2027, pricing increased a total of $19.8 million due to inflation and economic factors which include FICA, BAH, clothing and other. Program increased by 1,334 work years over FY 2026, $ 20.6 million, to support the unit conversions from the F-16 to the F-35, and KC-135 to KC-46A, standup of field training unit for MH-39, and to enable an array of missions to support Air Force operational imperatives.

Pay and Allowances increase due to the 6.2% pay raise, effective 1 January 2027: $19.0 million.
Pay and Allowances increase due to the annualization of the 3.8% pay raise, effective 1 January 2026: $6.6 million.
Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

PART II - Justification of Funds Requested

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

	FY 2025 Actual	FY 2026 Estimate	FY 2027 Estimate
Active Duty for Training	$260,491	$272,478	$285,754
Inactive Duty for Training	$479,710	$514,839	$541,927
Total	$740,201	$787,317	$827,681

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

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

Pay and Allowances, Annual Training: These funds provide pay and allowances for personnel attending Annual Training (AT). The average strength accommodates the increases and decreases to the end strength throughout the year. The dollar rate is an annual rate, which includes Basic Pay, Retired Pay Accrual (RPA), Federal Insurance Contribution Act (FICA) contributions, Basic Allowance for Subsistence (BAS), Basic Allowance for Housing (BAH), and special and incentive pay as authorized. In FY 2027, AT pay increases by $8.8 million due to increase in overall strength as well as Military Pay Increase.

ACTIVE DUTY FOR TRAINING

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Officers	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	8,661			8,481			8,387		
Participation Rate	82.10%			82.10%			82.10%		
PAID PARTICIPANTS	7,111	$6,704.54	$47,676	6,963	$7,015.80	$48,851	6,886	$7,174.27	$49,402

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	40,168			40,775			42,203		
Participation Rate	79.57%			79.57%			79.57%		
PAID PARTICIPANTS	31,963	$3,718.27	$118,847	32,446	$3,889.39	$126,195	33,582	$4,004.05	$134,464

Subsistence-in-Kind: Subsistence-in-kind is the number of mandays used by enlisted personnel on active duty for training. In FY 2027, Subsistence-in-Kind increases by $9 thousand due to increased workdays.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	494,707			502,086			519,079		
Percent Subsisted	1.79%			1.79%			1.79%		
TOTAL	8,850	$15.48	$137	8,982	$15.81	$142	9,286	$16.28	$151

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

Individual Clothing and Uniform Allowance:

Initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms and for prescribed clothing for enlisted personnel as authorized by the Secretary of War under the provisions of 37 U.S.C. 418. In FY 2027, Individual Clothing and Uniform Allowance increased by $202 thousand due to inflation.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officers									
Initial/Additional Uniform Allowance	218	$400.00	$87	213	$400.00	$85	211	$400.00	$84
Organizational Issue/Replacement	462	$1,628.83	$753	452	$1,676.07	$758	447	$1,711.27	$765
TOTAL	680		$840	665		$843	658		$849

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Initial/Replacement Issue	3,042	$1,862.59	$5,666	3,042	$1,916.61	$5,830	3,042	$1,956.86	$5,953
Organizational Issue/Replacement	2,532	$1,335.89	$3,382	2,532	$1,374.63	$3,481	2,532	$1,403.50	$3,554
New Uniform Replacement	0	$0.00	$0	0	$0.00	$0	0	$0.00	$0
TOTAL	5,574		$9,048	5,574		$9,311	5,574		$9,507

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

Pay and Allowances, Inactive Duty Training (IDT):

These funds provide pay and allowances for personnel attending IDT, to include, Unit Training Assemblies (UTA), Additional Training Assemblies (ATA), Readiness Management Periods (RMP), Military Funeral Honors (MFH), and Additional Flight Training Periods (AFTP) for aviators and primary aircrew members. The average strength shown for unit training reflects gains and losses to end strength throughout the year. The dollar rate is an annual rate, which includes Basic Pay, Retired Pay Accrual (RPA), and FICA. In FY 2027, IDT pay increases by $26.2 million due to Military Pay Increases and the increased participation of our enlisted personnel.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Officers	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training									
Average Strength	8,661			8,481			8,387		
Participation Rate	83.80%			83.80%			83.80%		
PAID PARTICIPANTS	7,258	$17,442.00	$126,594	7,107	$19,696.78	$139,985	7,028	$20,730.79	$145,696
Additional Training Assemblies:									
Flight Training	77,946	$434.91	$33,899	76,319	$455.60	$34,771	75,468	$464.62	$35,064
Readiness Management Periods	10,594	$535.50	$5,673	10,375	$561.07	$5,821	10,260	$572.19	$5,870
Military Funeral Honors	16	$51.13	$1	16	$54.75	$1	15	$55.82	$1
TOTAL			$166,167			$180,578			$186,631

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training									
Average Strength	40,168			40,774			42,203		
Participation Rate	84.76%			84.76%			84.76%		
PAID PARTICIPANTS	34,045	$8,315.49	$283,101	34,559	$8,753.52	$302,513	35,770	$9,009.92	$322,285
Additional Training Assemblies:									
Flight Training	26,936	$261.61	$7,047	27,338	$274.06	$7,492	28,307	$281.59	$7,971
Readiness Management Periods	16,059	$296.40	$4,760	16,302	$310.81	$5,067	16,872	$319.44	$5,390
Military Funeral Honors	191	$89.01	$17	194	$113.40	$22	201	$114.43	$23
TOTAL			$294,925			$315,094			$335,669

Subsistence-in-Kind: Funds provide subsistence to enlisted personnel while on Annual Training (average 15 days). The subsistence rates are shown as a daily rate equivalent. In FY 2027, Subsistence-in-Kind increases by $84 thousand due to inflation and increased participation.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Total Enlisted Workdays	1,356,315			1,376,510			1,423,091		
Percent Subsisted	5.99%			5.99%			5.99%		
TOTAL	81,266	$15.48	$1,258	82,476	$15.81	$1,304	85,267	$16.27	$1,388

Pay Group A - Travel

Travel, Active Duty for Training, Officer: Travel and per diem allowances for personnel while performing active duty for training. In FY 2027, Active Duty travel increased by $145 thousand due to inflation.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	7,111	$2,077.77	$14,775	6,963	$2,138.03	$14,887	6,886	$2,182.93	$15,032

Travel, Active Duty for Training, Enlisted: Travel and per diem allowances for personnel while performing active duty for training. In FY 2027, Active Duty travel increased by $4.1 million due to inflation and increased participation.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted	31,963	$2,164.00	$69,168	32,446	$2,226.76	$72,249	33,582	$2,273.52	$76,349
Total - ADT Travel	**39,074**		**$83,943**	**39,409**		**$87,136**	**40,468**		**$91,381**

Travel, Inactive Duty for Training, Officer: Funding provides travel and per diem for all officer grades designated as critical skill Duty Air Force Specialty Code that reside 150 or more miles (one way) from their unit of assignment per Defense Table of Official Distances (DTOD). Member is authorized travel expenses (actual expense) NTE $750 effective 27 December 2024 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304. In FY 2027, Inactive Duty travel increased by $67 thousand due to inflation.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	923	$3,338.03	$3,081	923	$3,434.83	$3,170	923	$3,506.96	$3,237

Travel, Inactive Duty for Training, Enlisted: Funding provides travel and per diem for all enlisted grades designated as critical skill Duty Air Force Specialty Code that reside 150 or more miles (one way) from their unit of assignment per Defense Table of Official Distances (DTOD). Member is authorized travel expenses (actual expense) NTE $750 effective 27 December 2024 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304. In FY 2027, Inactive Duty travel increased by $309 thousand due to inflation.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted	4,074	$3,504.91	$14,279	4,074	$3,606.55	$14,693	4,074	$3,682.29	$15,002
Total - IDT Travel	**4,997**		**$17,360**	**4,997**		**$17,863**	**4,997**		**$18,239**
Total - Pay Group A, Travel	**44,071**		**$101,303**	**44,406**		**$104,999**	**45,465**		**$109,620**

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

		Amount
FY 2026 Direct Program		**$118,238**
Increases:		
Pricing Increases:		
FY27 Pay Raise (6.2%, Effective 1 Jan 27)	2,530	
Annualization FY26 Pay Raise (3.8%, Effective 1 Jan 26)	883	
Inflation (Rate 2.1% FY27)	344	
FICA (Rate 7.65%, FY27 Ceiling - $190,800)	261	
BAH (Rate 4.2% FY27)	185	
Other	5	
Total Pricing Increases	**$4,208**	
Program Increases:		
AT Pay	52	
IDT Pay	651	
Clothing	0	
Travel	30	
Total Program Increases	**$734**	
Total Increases		**$4,942**
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(1,754)	
Total Pricing Decreases	**($1,754)**	
Program Decreases:		
AT Pay	(1,617)	
IDT Pay	(2,185)	
Travel	(507)	
Total Program Decreases	**($4,309)**	
Total Decreases		**($6,063)**
FY 2027 Direct Program		**$117,117**

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

Estimate	FY 2027	$117,117
Estimate	FY 2026	$118,238
Actual	FY 2025	$114,306

PART I - Purpose and Scope

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

In FY 2027, pricing increased to a total of $2.5 million due to inflation and economic factors which include RPA, FICA, and BAH. Program decreases by $3.6 million due to a decrease from 7,356 work years to 7,118, -238 work years.

Pay and Allowances increase due to the 6.2% pay raise, effective 1 January 2027: $2.5 million.
Pay and Allowances increase due to the annualization of the 3.8% pay raise, effective 1 January 2026: $883 thousand.
Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

PART II - Justification of Funds Requested

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

	FY 2025 Actual	FY 2026 Estimate	FY 2027 Estimate
Active Duty for Training	$49,426	$49,743	$48,831
Inactive Duty for Training	$64,880	$68,495	$68,286
TOTAL	$114,306	$118,238	$117,117

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

Pay and Allowances, Annual Training (AT)

These funds provide pay and allowances for personnel performing annual training with their proponent agencies/gaining units. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual (RPA), Basic Allowance for Housing (BAH), Basic Allowance for Subsistence (BAS), FICA, Special and Incentive pay. In FY 2027, AT pay decreases by $724 thousand due to decrease in participation for officers.

Pay and Allowances:	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Officers	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	4,801			4,613			4,356		
Participation Rate	76.44%			76.44%			76.44%		
PAID PARTICIPANTS	3,670	$7,889.65	$28,955	3,526	$8,252.13	$29,097	3,330	$8,437.93	$28,098

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Average Strength	2,787			2,744			2,763		
Participation Rate	57.77%			57.77%			57.77%		
PAID PARTICIPANTS	1,610	$4,529.20	$7,292	1,585	$4,738.33	$7,510	1,596	$4,877.60	$7,785

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

Individual Clothing and Uniform Allowance: Initial payment and supplemental allowances under the provisions of 37 U.S.C. 415 and 416 to officers for purchase of required uniforms and for prescribed clothing for enlisted personnel as authorized by the Secretary of War under the provisions of 37 U.S.C. 418. In FY 2027, Individual Clothing and Uniform Allowance increases by $1 thousand due to inflation.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Officer	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Initial and Additional	0	$0.00	$0	0	$0.00	$0	0	$0.00	$0
Organization	0	$0.00	$0	0	$0.00	$0	0	$0.00	$0
TOTAL	0		$0	0		$0	0		$0

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Initial Replacement	22	$1,681.82	$37	22	$1,730.59	$38	22	$1,766.91	$39
Organization	0	$0.00	$0	0	$0.00	$0	0	$0.00	$0
TOTAL	22		$37	22		$38	22		$39

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

Pay and Allowances, Inactive Duty Training (IDT)

These funds provide pay and allowances for personnel attending IDT. The dollar rate is an annual rate, which includes Basic Pay, Retired Pay Accrual (RPA), and FICA contributions. In FY 2027, IDT pay decreases by $198 thousand primarily due to decrease in officer participation.

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Officers	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training									
Average Strength	4,801			4,614			4,356		
Participation Rate	88.54%			88.54%			88.54%		
PAID PARTICIPANTS	4,251	$12,185.84	$51,802	4,085	$13,165.24	$53,780	3,857	$13,629.50	$52,569

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Unit Training									
Average Strength	2,787			2,744			2,762		
Participation Rate	71.15%			71.15%			71.15%		
PAID PARTICIPANTS	1,983	$6,326.27	$12,545	1,952	$7,265.37	$14,182	1,965	$7,732.82	$15,195

Pay Group B - Travel

Travel, Active Duty for Training, Officer: Travel and per diem allowances for personnel while performing active duty for training. In FY 2027, travel decreases by $312 thousand due to decreased officer paid participants.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	3,670	$2,403.81	$8,822	3,526	$2,473.52	$8,722	3,330	$2,525.46	$8,410

Travel, Active Duty for Training, Enlisted: Travel and per diem allowances for personnel while performing active duty for training. In FY 2027, travel decreases by $189 thousand due to decreased enlisted paid participants.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted	1,610	$2,683.23	$4,320	1,585	$2,761.04	$4,376	1,596	$2,819.02	$4,499
Total - ADT Travel	**5,280**		**$13,142**	**5,111**		**$13,098**	**4,926**		**$12,909**

Travel, Inactive Duty for Training, Officer: Funding provides travel and per diem for all officer grades designated as critical skill Duty Air Force Specialty Code that reside 150 or more miles (one way) from their unit of assignment per Defense Table of Official Distances (DTOD). Member is authorized travel expenses (actual expense) NTE $750 effective 27 December 2024 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304. In FY 2027, Inactive Duty travel decreased by $15 thousand due to decreased participation.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Officers	186	$1,930.11	$359	178	$1,986.08	$354	167	$2,027.79	$339

Travel, Inactive Duty for Training, Enlisted: Funding provides travel and per diem for all enlisted grades designated as critical skill Duty Air Force Specialty Code that reside 150 or more miles (one way) from their unit of assignment per Defense Table of Official Distances (DTOD). Member is authorized travel expenses (actual expense) NTE $750 effective 27 December 2024 for travel to and from Inactive Duty Training according to JTR, Paragraph 032304. In FY 2027, Inactive Duty travel increased by $4 thousand due to inflation.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Number	Rate	Amount	Number	Rate	Amount	Number	Rate	Amount
Enlisted	68	$2,558.82	$174	68	$2,633.03	$179	68	$2,688.32	$183
Total - IDT Travel	**254**		**$533**	**246**		**$533**	**235**		**$522**
Total - Pay Group B, Travel	**5,534**		**$13,675**	**5,357**		**$13,631**	**5,161**		**$13,431**

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

Reimbursable Requirements (Selective Service System): Reimbursable requirements are in addition to funds requested for direct program requirements. Headquarters Readiness and Integration Organization (RIO) will provide up to 34 individual Mobilization Augmentees (IMA) officers to fill Reserve Forces Officer (RFP) positions within the Selective Service System (SSS). There are no reimbursements starting in FY 2026 as the reimbursement agreement terminates in FY 2025.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	31	$19,340.08	$600	0	$0.00	$0	0	$0.00	$0
Enlisted	0	$0.00	$0	0	$0.00	$0	0	$0.00	$0
TOTAL	31		$600	0		$0	0		$0

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

		Amount
FY 2026 Direct Program		**$81,736**
Increases:		
Pricing Increases:		
FY27 Pay Raise (6.2%, Effective 1 Jan 27)	2,062	
Annualization FY26 Pay Raise (3.8%, Effective 1 Jan 26)	720	
Inflation (Rate 2.1% FY27)	148	
FICA (Rate 7.65%, FY27 Ceiling - $190,800)	213	
BAH (Rate 4.2% FY27)	697	
Clothing	191	
Total Pricing Increases	**$4,031**	
Program Increases:		
AT Pay	7,275	
Clothing	868	
Travel	471	
Total Program Increases	**$8,614**	
Total Increases		**$12,645**
Decreases:		
Pricing Decreases:		
Retired Pay Accrual Rate Dec	(1,016)	
Total Pricing Decreases	**($1,016)**	
Program Decreases:		
Total Program Decreases	**$0**	
Total Decreases		**($1,016)**
FY 2027 Direct Program		**$93,365**

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

Estimate	FY 2027	$93,365
Estimate	FY 2026	$81,736
Actual	FY 2025	$70,610

PART I - Purpose and Scope

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

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

In FY 2027, pricing increased by $3.0 million due to inflation and economic factors which include RPA, FICA and BAH. Program increased by $9.7 million due to the projected increase in the number of paid participants. The goal is to make end strength and our plan to facilitate is by approval of waivers for recruiting standards, i.e., to include appearance, conduct and medical and increased bonuses.

Pay and Allowances increase due to the 6.2% pay raise, effective 1 January 2027: $2.1 million.
Pay and Allowances increase due to the annualization of the 3.8% pay raise, effective 1 January 2026: $720 thousand.
Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

Part II - Justification for Funds Requested

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

Pay and Allowances: These funds provide for pay and allowances of enlisted personnel attending Initial Active Duty for Training. The dollar rate is an annual rate which includes Basic Pay and allowances, Retired Pay Accrual (RPA), FICA. This calculation uses an estimated number of participants rather than the average strength. In FY 2027, Initial Active-Duty Training (IADT) pay increases by $10.0 million due to inflation and projected increase in the number of paid participants.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Number of Trainees	1,942			2,154			2,381		
Participation Rate	100.00%			100.00%			100.00%		
Paid Trainees	1,942	$30,626.66	$59,477	2,154	$32,047.32	$69,030	2,381	$33,190.04	$79,025

Individual Clothing and Uniform Allowance: Prescribed clothing for non-prior service enlisted personnel as authorized by the Secretary of War under the provisions of 37 U.S.C. 418. In FY 2027, Individual Clothing and Uniform Allowance increased by $1.1 million due to projected increase in the number of paid participants.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Clothing	1,942	$3,714.21	$7,213	2,154	$3,821.92	$8,232	2,381	$3,902.18	$9,291

Travel: These funds pay for travel of all enlisted personnel to and from their Initial Active Duty for Training installation. This includes transportation for enlisted personnel who travel to Lackland AFB TX for Basic Military Training and follow-on technical training. In FY 2027, travel pay increased by $575 thousand due to projected increase in the number of paid participants.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Total Travel	1,942	$2,018.54	$3,920	2,154	$2,077.08	$4,474	2,381	$2,120.70	$5,049

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

		Amount
FY 2026 Direct Program		**$5,630**
Increases:		
Pricing Increases:		
FY27 Pay Raise (6.2%, Effective 1 Jan 27)	148	
Annualization FY26 Pay Raise (3.8%, Effective 1 Jan 26)	52	
Inflation (Rate 2.1% FY27)	3	
FICA (Rate 7.65%, FY27 Ceiling - $190,800)	15	
Total Pricing Increases	**218**	
Program Increases:		
Total Program Increases	**0**	
Total Increases		**$218**
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(73)	
Total Pricing Decreases	**(73)**	
Program Decreases:		
IDT Pay	(1,367)	
Total Program Decreases	**(1,367)**	
Total Decreases		**($1,440)**
FY 2027 Direct Program		**$4,408**

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

Estimate	FY 2027	$4,408
Estimate	FY 2026	$5,630
Actual	FY 2025	$5,972

PART I - Purpose and Scope

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

In FY 2027, pricing increased by $145 thousand due to inflation and economic factors which include RPA and FICA. Program decreased by $1.4 million due to the projected decrease in average strength from 1,952 to 1,478, decrease of 474.

Pay and Allowances increase due to the 6.2% pay raise, effective 1 January 2027: $148 thousand.
Pay and Allowances increase due to the annualization of the 3.8% pay raise, effective 1 January 2026: $52 thousand.
Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

Part II - Justification of Funds Requested

These funds provide for the pay of enlisted personnel awaiting Initial Active-Duty Training (IADT). These personnel are assigned to a Development and Training Flight (DTF) and are authorized a minimum of one and up to 48 IDT periods for the purpose of enlisting and in-processing for pay and points and to participate in training prior to IADT. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual, and FICA. In FY 2027, IDT pay, and allowances funding decreased by $1.2 million due to a decrease in the number of paid participants.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount	Strength	Drills	Rate	Amount
Unit Training:												
Non-Prior Service Drill	2,170	55,424	$107.75	$5,972	1,952	49,856	$112.93	$5,630	1,478	37,750	$116.77	$4,408

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

		Amount
FY 2026 Direct Program		**$355**
Increases:		
Pricing Increases:		
IRR Muster/Screening	11	
Total Pricing Increases	**11**	
Program Increases:		
IRR Muster/Screening	380	
Total Program Increases	**$380**	
Total Increases		**$391**
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	**$0**	
Program Decreases:		
Readiness Training	(198)	
Total Program Decreases	**($198)**	
Total Decreases		**($198)**
FY 2027 Direct Program		**$548**

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

Estimate	FY 2027	$548
Estimate	FY 2026	$355
Actual	FY 2025	$334

PART I – Purpose and Scope

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

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

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

In FY 2027, pricing increased by $11 thousand due to inflation of Readiness Training and Muster screening. Program increased by $182 thousand due to revitalization of the program with increased Muster screenings.

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

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

PART II - Justification of Funds Requested

IRR Readiness Training: Travel for selected IRR members performing Biennial Push-Pull Mobilization exercises as authorized in critical wartime positions. Training is a minimum of three days of active-duty training. The Reserve pays for transportation and per diem, as authorized. Pay and allowances are funded by the Active-Duty appropriation.

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

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Readiness Training												
Officer	0	0	$0.00	$0	25	25	$600.00	$15	0	0	$0.00	$0
Enlisted	0	0	$0.00	$0	300	300	$610.00	$183	0	0	$0.00	$0
Subtotal	0	0		$0	325	325		$198	0	0		$0

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
IRR Muster/Screening												
Officer	47	47	$255.32	$12	50	50	$280.00	$14	187	187	$294.12	$55
Enlisted	1,271	1,271	$253.34	$322	500	500	$286.00	$143	1,688	1,688	$292.06	$493
Subtotal	1,318	1,318		$334	550	550		$157	1,875	1,875		$548

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Total Mobilization												
Officer	47	47	$255.32	$12	75	75	$386.67	$29	187	187	$294.12	$55
Enlisted	1,271	1,271	$253.34	$322	800	800	$407.50	$326	1,688	1,688	$292.06	$493
TOTAL	1,318	1,318		$334	875	875		$355	1,875	1,875		$548

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

		Amount
FY 2026 Direct Program		**$232,427**
Increases:		
Pricing Increases:		
FY27 Pay Raise (6.2%, Effective 1 Jan 27)	3,818	
Annualization FY26 Pay Raise (3.8%, Effective 1 Jan 26)	1,333	
FICA (Rate 7.65%, FY27 Ceiling - $190,800)	393	
BAH (Rate 4.2% FY27)	1,726	
Inflation (Rate 2.1% FY27)	1,364	
Total Pricing Increases	**$8,635**	
Program Increases:		
Initial Skills Acquired	1,329	
Refresh & Proficiency	361	
Officer Candidate School	267	
Career Development Training	908	
Undergrad Pilot Training	1,548	
Unit Conversion Training	192	
Recruiter Training	13	
Total Program Increases	**$4,618**	
Total Increases		**$13,253**

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

		Amount
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(2,525)	
Total Pricing Decreases	**($2,525)**	
Program Decreases:		
Initial Skills Acquired	(18)	
Refresh & Proficiency	(30)	
Officer Candidate School	(8)	
Career Development Training	(72)	
Undergrad Pilot Training	(190)	
Unit Conversion Training	(74)	
Total Program Decreases	**($393)**	
Total Decreases		**($2,918)**
FY 2027 Direct Program		**$242,762**

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

Estimate	FY 2027	$242,762
Estimate	FY 2026	$232,427
Actual	FY 2025	$230,309

PART I - Purpose and Scope

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

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

In FY 2027, pricing increased by $6.1 million due to inflation and economic factors which include Retired Pay Accrual, FICA, and BAH.
Program increased by $4.2 million to support the increase in number of personnel who will require formal school training.

Pay and Allowances increase due to the 6.2% pay raise, effective 1 January 2027: $3.8 million.
Pay and Allowances increase due to the annualization of the 3.8% pay raise, effective 1 January 2026: $1.3 million.
Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

PART II - Justification of Funds Requested

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

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

Career Development Training: Provides deliberate, continuous, sequential, and progressive military professional education programs of varying lengths. This training occurs at Air Force Service Schools, other service schools, and civilian education institutions. Career Development Training funds provide the pay and allowances for Reserve Airmen to instruct and support training at Air Force Reserve schools. Experience has dictated greater reliance on formal schools, rather than correspondence courses and OJT for these specialties. School Training estimates are based on the number of participants. Career Development training advances the unit's readiness and provides the foundation for exercising effective mission command. Trained leaders support Sustainable Readiness by being better prepared for the complexities of the operational environment both today and in the future. In FY 2027, Career Development Training increased by $2.1 million due to military pay increase and other economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,605	43,340	$613.01	$26,568	1,526	41,214	$639.42	$26,353	1,522	41,102	$654.36	$26,895
Enlisted	2,316	55,591	$373.08	$20,740	2,284	54,818	$388.21	$21,281	2,381	57,156	$399.12	$22,812
TOTAL	3,921	98,931		$47,308	3,810	96,032		$47,634	3,904	98,257		$49,707

Initial Skill Acquisition Training**:** Provides training to acquire initial military and/or specialty skills and retraining of Officer and Enlisted personnel. Courses provide initial technical training in other than aircrew skills. It includes initial skill training of officers and enlisted personnel and retraining of officers and enlisted personnel into another military occupational field. The training is conducted primarily in Air Education and Training Command schools for both Active Force and Reserve students. Many of these courses are self-paced. Specific course selection and length of training are tailored to the individual's previous experience. Specific course selection and length are dependent upon the skill or specialty. The level of training in this category is determined by actual and projected vacancies in critical skills. Initial Skill Acquisition training estimates are based on the number of participants, which is impacted by end strength. In FY 2027, Initial Skill Acquisition Training increased by $2.4 million due to military pay increase and other economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	241	15,189	$439.73	$6,679	229	14,441	$458.62	$6,623	229	14,403	$469.78	$6,766
Enlisted	1,138	85,347	$355.63	$30,352	1,122	84,158	$370.04	$31,142	1,170	87,751	$380.48	$33,387
TOTAL	1,379	100,536		$37,031	1,351	98,600		$37,765	1,399	102,153		$40,153

Officer Training School**:** Officer Training School (OTS) provides a 12-week course of pre-commissioning training for selected enlisted personnel. The number of Airmen participating is determined by the number of qualified Airmen approved for attendance and officer vacancies in Reserve units. Provides training for officers attending the Academy of Military Science course and the Commissioned Officer Training Course or the Reserve Commissioned Officer Training Course. OTS estimates are based on the number of participants, which is impacted by end strength. Newly commissioned officers graduating from OTS are assigned to Reserve units and positions for which they are qualified. FY 2027, OTS increased by $522 thousand due to military pay increase and other economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	452	7,687	$431.91	$3,320	430	7,308	$450.44	$3,292	429	7,291	$461.54	$3,365
Enlisted	247	15,306	$397.48	$6,084	243	15,092	$413.59	$6,242	254	15,739	$425.13	$6,691
TOTAL	699	22,993		$9,404	673	22,401		$9,534	683	23,030		$10,056

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

Refresher and Proficiency Training**:** Provides training to attain and maintain the required level of proficiency in the specific military specialty for which a member has been initially qualified. It includes advanced technical training in non-aircrew skills, on-the-job training for OTS graduates, and qualification training for aircrew members. Other training for flight medical personnel, instructor pilot courses, and survival training required for all Air Force personnel. In FY 2027, Refresher and Proficiency Training 1ncreased by $832 thousand due to military pay increase and other economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	375	19,480	$570.89	$11,121	356	18,527	$595.47	$11,032	355	18,474	$609.44	$11,259
Enlisted	885	23,011	$358.49	$8,249	873	22,691	$373.01	$8,464	910	23,657	$383.36	$9,069
TOTAL	1,260	42,491		$19,370	1,229	41,218		$19,496	1,265	42,131		$20,328

Undergraduate Pilot/Navigator and Aircrew Training: Rated Officer (Pilot, Combat Systems Operator, Air Battle Manager, RPA Pilot) Undergraduate Flying Training (UFT) and Aircrew Mission Training Program (MTP): supports AF Reserve Airmen who are enrolled in UFT, attending a specific Weapon System Flying Training Unit (FTU) initial qualification course, or enrolled in MTP to achieve combat ready status. Starting in FY26, AFR has increased the total number of yearly UFT graduates from approximately 122 to 150 to satisfy Total Force (TF) production requirements to mitigate projected pilot shortages. Subsequently, the combined course length of both UFT and FTU qualification have increased to approximately 79 weeks for Mobility Pilots and 132 weeks for Fighter/Bomber Pilots due to aircraft availability, aircraft supply chain challenges, and FTU absorption challenges directly related to the increased TF UFT student throughput. In FY27, funding increased by $4.1 million due to the military pay increase, other economic factors and the number of workdays required.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	1,237	152,139	$457.90	$69,665	1,176	144,684	$477.60	$69,101	1,173	144,287	$488.94	$70,548
Enlisted	904	94,897	$372.46	$35,345	891	93,575	$387.55	$36,265	929	97,569	$398.48	$38,879
TOTAL	2,141	247,036		$105,010	2,067	238,259		$105,366	2,102	241,855		$109,427

Unit Conversion Training**:** Supports aircrew personnel formal school courses for changes in unit mission, aircraft model, or support equipment. This provides some advanced technical training for non-aircrew personnel. In FY 2027, funding increased by $436 thousand due to military pay increase and other economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	169	11,857	$548.62	$6,505	166	11,607	$572.23	$6,642	164	11,477	$585.71	$6,722
Enlisted	278	13,892	$386.64	$5,371	282	14,098	$402.32	$5,672	291	14,574	$413.61	$6,028
TOTAL	447	25,749		$11,876	448	25,705		$12,314	455	26,051		$12,750

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

Recruiter Training**:** Supports four weeks training for selected Air Force Reserve enlisted personnel to enhance their capabilities as a recruiter. In FY 2027, funding increased by $23 thousand due to military pay increase and other economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	0	0	$0.00	$0	0	0	$0.00	$0	0	0	$0.00	$0
Enlisted	17	764	$405.59	$310	17	753	$422.04	$318	18	786	$433.89	$341
TOTAL	17	764		$310	17	753		$318	18	786		$341

TOTAL SCHOOL TRAINING

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officers	4,079	249,692	$496.04	$123,858	3,884	237,781	$517.46	$123,043	3,872	237,033	$529.69	$125,555
Enlisted	5,785	288,808	$368.59	$106,451	5,713	285,187	$383.55	$109,384	5,954	297,231	$394.33	$117,207
TOTAL	9,864	538,500		$230,309	9,597	522,968		$232,427	9,826	534,263		$242,762

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

		Amount
FY 2026 Direct Program		**$381,029**
Increases:		
Pricing Increases:		
FY27 Pay Raise (6.2%, Effective 1 Jan 27)	6,548	
Annualization FY26 Pay Raise (3.8%, Effective 1 Jan 26)	2,286	
FICA (Rate 7.65%, FY27 Ceiling - $190,800)	678	
BAH (Rate 4.2% FY27)	2,841	
Inflation (Rate 2.1% FY27)	473	
Total Pricing Increases	**$12,826**	
Program Increases:		
Cmd & Staff Supervision	126	
Exercises	347	
Management Support	6,969	
Operational Training	2,062	
Unit Conversion	309	
Service Mission/Mission Support	154	
Yellow Ribbon	728	
Total Program Increases	**$10,694**	
Total Increases		**$23,520**

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

		Amount
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(3,999)	
Total Pricing Decreases	**($3,999)**	
Program Decreases:		
Cmd & Staff Supervision	(33)	
Competitive Events	(1)	
Exercises	(51)	
Management Support	(672)	
Operational Training	(27)	
Unit Conversion	(18)	
Service Mission/Mission Support	(37)	
Total Program Decreases	**($839)**	
Total Decreases		**($4,838)**
FY 2027 Direct Program		**$399,711**

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

Estimate	FY 2027	$399,711
Estimate	FY 2026	$381,029
Actual	FY 2025	$379,386

PART I - Purpose and Scope

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

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

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

In FY 2027, pricing increased total $8.8 million due to inflation and economic factors which include Retired Pay Accrual, FICA and BAH. Program increased by $9.8 million to support the increase in the number of workdays required.

Pay and Allowances increase due to the annualization of the 6.2% pay raise, effective 1 January 2027: $6.5 million.
Pay and Allowances increase due to the annualization of the 3.8% pay raise, effective 1 January 2026: $2.3 million.
Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

PART II - Justification of Funds Requested

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

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

Competitive Events: Air Force Reserve participation in the annual Congress of the Interallied Confederation of Reserve Officers (CIOR), a quasi-official Reserve organization which cooperates with and supports the policies of the North Atlantic Treaty Organization (NATO). Each year, the CIOR holds an annual Congress in one of the NATO countries and, in conjunction, a series of military pentathlon-type competitions are held involving Reserve officer teams from member nations as part of the Congress' activities. The competition consists of a running obstacle course (500 meters and 50 obstacles), a swimming obstacle course (50 meters and four obstacles in utility uniform), shooting (rifle, pistol, and submachine gun), and orienteering (10–14-kilometer land navigation course using map, compass, and visual orientation). In FY 2027, funding increases $1 thousand due to economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	23	137	$774.63	$106	21	128	$803.90	$103	21	127	$819.22	$104
Enlisted	0	0	$0.00	$0	0	0	$0.00	$0	0	0	$0.00	$0
TOTAL	23	137		$106	21	128		$103	21	127		$104

Command/Staff Supervision**:** Supports tours during which commanders and staff personnel evaluate the effectiveness of peacetime training and determine unit capability to respond to wartime tasking. These tours support inspections and staff assistance visits by higher headquarters to subordinate units. In FY 2027, funding increases by $248 thousand due to military pay increase and other economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	539	4,849	$848.97	$4,117	504	4,539	$881.05	$3,999	500	4,501	$897.78	$4,041
Enlisted	1,328	7,967	$429.53	$3,422	1,289	7,733	$444.34	$3,436	1,336	8,016	$454.32	$3,642
TOTAL	1,867	12,816		$7,539	1,793	12,272		$7,435	1,836	12,517		$7,683

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

Management Support**:** Includes tours to missions or projects directed by Reserve headquarters which may be of a recurring nature, generally involving organizational administration such as finance, personnel, logistics, maintenance, and environmental compliance. Management Support also includes medical evaluations, medical continuation orders, short-term augmentation of Air Force Reserve activities, and Innovative Readiness Training (IRT) support. Of note, IRT is a Health and Human Services Civilian/Military project. In FY 2027, Management Support increases by $12.5 million due to military pay increase and other economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	5,092	112,029	$724.86	$81,205	4,767	104,873	$752.34	$78,900	4,726	103,978	$767.25	$79,777
Enlisted	20,414	510,355	$371.01	$189,346	19,816	495,393	$383.94	$190,201	20,542	513,543	$393.08	$201,864
TOTAL	25,506	622,384		$270,551	24,583	600,265		$269,101	25,268	617,521		$281,641

Exercises**:** Includes tours where Air Force Reserve Airmen participate in field training exercises with reserve component or active component units, staffs, agencies, and with other uniformed services of the United States. The primary purpose of these tours is to maintain or improve mobilization skills. In FY 2027, funding increased by $631 thousand due to military pay increase and other economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	1,183	9,465	$653.92	$6,189	1,108	8,860	$678.67	$6,013	1,098	8,784	$691.82	$6,077
Enlisted	3,794	26,561	$355.45	$9,441	3,683	25,782	$367.70	$9,480	3,817	26,724	$375.96	$10,047
TOTAL	4,977	36,025		$15,630	4,790	34,642		$15,493	4,916	35,508		$16,124

Operational Training**:** This training restores the warrior ethos, rebuilds our military and helps reestablish deterrence. Provides a full spectrum of individual and collective training directly related to wartime tasks. Examples include airborne support training during which aircrew members drop Army parachutists, aircraft maintenance training, aircrew flight and ground training, civil defense and natural disaster training, aircraft ferrying, loadmaster and aerial port training involving loading of aircraft and operation of high-density cargo handling facilities. In FY 2027, funding increases by $3.6 million due to military pay increase and other economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	474	6,640	$484.95	$3,220	444	6,217	$503.42	$3,130	440	6,164	$514.07	$3,169
Enlisted	3,452	207,089	$270.35	$55,987	3,350	201,018	$279.90	$56,265	3,473	208,383	$286.90	$59,786
TOTAL	3,926	213,729		$59,207	3,795	207,236		$59,395	3,913	214,548		$62,955

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

Service Mission/Mission Support**:** Provides Reservist training while supporting Active Duty. This includes Air Mobility Command missions, Tactical and Strategic, and support for other projects performed with and for the active force such as Combatant Command operations. In FY 2027, funding increases by $287 thousand due to military pay increase and other economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	564	5,073	$638.92	$3,241	552	4,965	$663.08	$3,292	546	4,909	$675.86	$3,318
Enlisted	1,497	11,978	$363.00	$4,348	1,519	12,156	$375.54	$4,565	1,571	12,566	$384.05	$4,826
TOTAL	2,061	17,051		$7,589	2,071	17,121		$7,857	2,116	17,475		$8,144

Unit Conversion Training**:** Supports aircrew personnel formal school courses for changes in unit mission, aircraft model, or support equipment. This provides some advanced technical training for non-aircrew personnel. In FY 2027, funding increased by $546 thousand due to military pay increase and other economic inflationary factors.

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	356	2,134	$759.76	$1,621	348	2,089	$788.54	$1,647	344	2,066	$804.02	$1,661
Enlisted	2,557	25,572	$340.09	$8,697	2,595	25,953	$351.95	$9,134	2,682	26,828	$360.30	$9,666
TOTAL	2,913	27,706		$10,318	2,943	28,041		$10,781	3,027	28,893		$11,327

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

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	1	11	$454.55	$5	0	0	$471.70	$0	0	0	$477.37	$0
Enlisted	61	919	$284.00	$261	0	0	$293.85	$0	0	0	$297.54	$0
TOTAL	62	930		$266	0	0		$0	0	0		$0

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

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

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Training	2,309	18,182	$330.27	$6,005	2,957	23,090	$345.34	$7,974	3,134	24,533	$351.08	$8,613
Travel	2,309	18,176	$119.67	$2,175	2,957	23,472	$123.13	$2,890	3,134	24,819	$125.71	$3,120
TOTAL	4,618	36,358		$8,180	5,913	46,562		$10,864	6,268	49,352		$11,733

TOTAL SPECIAL TRAINING

	FY 2025 Actual				FY 2026 Estimate				FY 2027 Estimate			
	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount	Strength	Workdays	Rate	Amount
Officer	8,434	142,038	$706.63	$100,368	8,004	133,848	$731.91	$97,965	7,951	132,841	$746.00	$99,099
Enlisted	37,519	825,097	$338.16	$279,018	37,906	812,419	$348.42	$283,064	39,415	843,101	$356.55	$300,612
TOTAL	45,953	967,135		$379,386	45,910	946,267		$381,029	47,366	975,942		$399,711

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

		Amount
FY 2026 Direct Program		**$996,858**
Increases:		
Pricing Increases:		
FY27 Pay Raise (6.2%, Effective 1 Jan 27)	20,282	
Annualization FY26 Pay Raise (3.8%, Effective 1 Jan 26)	7,081	
Inflation (Rate 2.1% FY27)	108	
FICA (Rate 7.65%, FY27 Ceiling - $190,800)	2,093	
BAH (Rate 4.2% FY27)	8,111	
BAS	1,034	
Travel	297	
Bonuses	2,128	
Total Pricing Increases	**$41,135**	
Program Increases:		
Full-Time / AGR	29,589	
Travel	2,578	
Bonuses	1,698	
Basic Needs Allowance	63	
Continuation Pay	93	
Total Program Increases	**$34,021**	
Total Increases		**$75,157**

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

		Amount
Decreases:		
Pricing Decreases:		
Retired Pay Accrual	(15,635)	
Total Pricing Decreases	**($15,635)**	
Program Decreases:		
Death & Disability	0	
Bonuses	(2,758)	
Continuation Pay	(46)	
Health Professional Stipend	(0)	
Total Program Decreases	**($2,804)**	
Total Decreases		**(18,439)**
FY 2027 Direct Program		**$1,053,576**

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

Estimate	FY 2027	$1,053,576
Estimate	FY 2026	$996,858
Actual	FY 2025	$959,217

PART I - Purpose and Scope

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

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

In FY 2027, our AGR strength increase from 6,153 to 6,278, an increase of 125, because of increased recruiting, instructing, and managing Reserve personnel program requirements.

In FY 2027, pricing increased by $25.5 million due to inflation and economic factors which include Retired Pay Accrual, FICA, BAH, BAS. Bonuses and Travel. Program increased by $31.2 million due to the average strength increasing from 6,071 to 6,255, an increase of 184.

Pay and Allowances increase due to the 6.2% pay raise, effective 1 January 2027: $20.3 million.
Pay and Allowances increase due to the annualization of the 3.8% pay raise, effective 1 January 2026: $7.1 million.
Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

The FY 2027 request for Reserve Personnel Administration and Support includes $1,053,576 thousand of discretionary.

The FY 2026 spend plan amount for Reserve Personnel Administration and Support includes $996,858 thousand of discretionary.

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

Part II - Justification of Funds Requested

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

	FY 2025 Actual	FY 2026 Estimate	FY 2027 Estimate
Full-Time Pay and Allowances	$861,277	$891,042	$946,524
Health Profession Stipend	$712	$1,687	$1,745
Death Gratuity	$749	$200	$200
Disability and Hospitalization	$240	$106	$106
Bonus Programs	$93,032	$98,487	$99,555
Foreign Language Proficiency Pay	$1,901	$2,176	$2,176
Continuation Pay	$1,306	$978	$1,025
Basic Needs Allowance	$0	$2,182	$2,245
Total	$959,217	$996,858	$1,053,576

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

Pay and Allowances**:** The program funds pay and allowances for personnel serving on active duty as authorized by Sections 10211, 10305, 8038, 12301 and 12310 of Title 10, U.S.C. The dollar rate is an annual rate which includes Basic Pay, Retired Pay Accrual, FICA, Basic Allowance for Subsistence (BAS) and Basic Allowance for Housing (BAH), Special and Incentive Pay, as authorized. In FY 2027, funding increases by $52.6 million due to increases in military pay, inflation, BAH and BAS economic assumptions.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Officers	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Full Time Statutory Tour	413	$230,418.89	$95,163	420	$234,833.33	$98,630	437	$239,505.72	$104,664
Recruiters	14	$201,428.57	$2,820	12	$208,916.67	$2,507	10	$216,500.00	$2,165
Unit AGRs	1,014	$211,344.18	$214,303	1,006	$215,718.69	$217,013	1,053	$220,017.09	$231,678
Subtotal	1,441	$216,714.78	$312,286	1,438	$221,244.78	$318,150	1,500	$225,671.33	$338,507

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Enlisted	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Full Time Statutory Tour	372	$142,182.80	$52,892	389	$146,365.04	$56,936	387	$150,842.38	$58,376
Recruiters	355	$127,369.01	$45,216	367	$129,359.67	$47,475	388	$133,355.67	$51,742
Unit AGRs	3,838	$118,387.70	$454,372	3,877	$121,353.62	$470,488	3,980	$124,969.10	$497,377
Subtotal	4,565	$121,025.19	$552,480	4,633	$124,087.85	$574,899	4,755	$127,759.20	$607,495
TOTAL	**6,006**	**$143,983.68**	**$864,766**	**6,071**	**$147,100.81**	**$893,049**	**6,255**	**$151,239.33**	**$946,002**
Less AFMC Reimbursement	104	$139,278.85	14,485	104	$128,086.54	13,321	104	$131,413.46	13,667
Total Direct	**5,902**	**$144,066.59**	**$850,281**	**5,967**	**$147,432.21**	**$879,728**	**6,151**	**$151,574.54**	**$932,335**

PCS**:** This request provide funds to cover travel costs for AGR Airmen making a PCS move. Travel costs include movement and storage of household goods, dislocation allowance, and dependent travel. Travel costs also include TDY travel and per diem costs incurred while on PCS with TDY enroute status. This is based on an average entitlement rate. In FY 2027, funding increases by $2.8 million due to increased participation.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Officer	211	$19,037.91	$4,017	211	$19,587.68	$4,133	259	$20,015.44	$5,184
Enlisted	464	$15,040.95	$6,979	464	$15,476.29	$7,181	570	$15,798.25	$9,005
TOTAL	675		$10,996	675		$11,314	829		$14,189

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

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

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Strength	Amount	Strength	Amount	Strength	Amount
Officers	50	$10,909	50	$10,031	50	$10,292
Enlisted	54	$3,576	54	$3,290	54	$3,375
TOTAL	104	$14,485	104	$13,321	104	$13,667

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

Health Profession Stipend**:** Supports physicians and graduate nurses engaged in training for a critical wartime medical specialty. Participants receive the current stipend paid in the Health Professions Scholarship program, if they agree to a commitment to serve in the Selected Reserve, or one-half of that rate if they agree to serve in the Individual Ready Reserve. Third- and fourth-year baccalaureate students who agree to a commitment to serve in the Selected Reserve receive a monthly stipend, or one half of that rate if they serve in the Individual Ready Reserve. Historically, participants have been physicians and graduate nurses in the Selected Reserve, therefore receiving full payment. The costs below indicate where participants are currently assigned (Title 10, Sec. 1608). In FY 2027, Health Profession Stipend increased by $58 thousand due to inflation.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Selected Reserve	24	$29,457.00	$712	53	$31,831.51	$1,687	53	$32,929.51	$1,745
Individual Ready Reserve	0	$0.00	$0	0	$0.00	$0	0	$0.00	$0
TOTAL	24	$29,457.00	$712	53	$31,831.51	$1,687	53	$32,929.51	$1,745

Death Gratuities: The funds requested provide the payment of death gratuity to beneficiaries of deceased Reserve personnel as authorized.

Disability and Hospitalization Benefits: Members of the Reserve who suffer injury, disability, or contract disease in the line of duty, active or inactive, are entitled to hospitalization and pay and allowances during their incapacitation or until such time they are found fit for duty.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Death Gratuities									
Officer	0	$0.00	$0	1	$100,000.00	$100	1	$100,000.00	$100
Enlisted	7	$100,000.00	$749	1	$100,000.00	$100	1	$100,000.00	$100
TOTAL	7		$749	2		$200	2		$200

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Disability and Hospitalization	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Pay And Allowances									
Officer	92	$316.13	$29	3	$10,010.52	$30	3	$10,042.67	$30
Enlisted	236	$892.37	$211	7	$10,791.16	$76	7	$10,910.93	$76
Subtotal	328		$240	10		$106	10		$106
Special Comp for Assist with Act of Daily Living (SCAADL)									
Officer	0	$0.00	$0	0	$0.00	$0	0	$0.00	$0
Enlisted	0	$0.00	$0	0	$0.00	$0	0	$0.00	$0
Subtotal	0		$0	0		$0	0		$0
Transportation & Per Diem									
Officer	0	$0.00	$0	0	$0.00	$0	0	$0.00	$0
Enlisted	0	$0.00	$0	0	$0.00	$0	0	$0.00	$0
Subtotal	0		$0	0		$0	0		$0
TOTAL			**$240**			**$106**			**$106**

Program: Basic Needs Allowance

Estimate	FY 2027	$2,245
Estimate	FY 2026	$2,182
Actual	FY 2025	$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 of certain service members (based on factors such as total household income and dependents) by directing the Secretary of War to provide a monthly allowance for members that do not exceed the Basic Needs Allowance (BNA) threshold as a calculated percentage of members Gross Household Income (GHI) to the Federal Poverty Guidelines (FPG). The request below funds a BNA for all members that do not meet a minimum GHI threshold of 200% of the FPG.

PART II- JUSTIFICATION OF FUNDS REQUESTED

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

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

Members are not eligible for the allowance:

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

Detailed cost computations are provided by the following table:

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Basic Needs Allowance									
Officer			$0			$0			$0
Enlisted			$0			$2,182			$2,245
TOTAL			$0			$2,182			$2,245

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

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

Non-Prior Enlistment Bonus**:** Funds requested provide bonus payments to non-prior service enlistees who agree to serve a six-year term in the Air Force Reserve critical career fields. Individuals will receive an initial lump sum payment of 50 percent of the total bonus and five equal payments for the remaining bonus amount. The total bonus amount will not exceed $15,000, however, beginning in Fiscal Year 2008, selected critical AFSCs may receive a bonus not to exceed $20,000. In FY 2027, funding increased by $65 thousand due to an anticipated uptick in anniversary payments.

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	512	$3,853	479	$3,603	479	$3,603
Anniversary Payments						
6 Year	2,279	$3,421	2,281	$3,428	2,323	$3,493
Subtotal	2,791	$7,274	2,760	$7,031	2,802	$7,096

Prior Enlistment Bonus**:** Funds requested provide bonus payments to prior-service enlistees with less than ten years of total military service who agree to serve in Reserve critical career fields for a term of either three or six years. Individuals will receive initial lump sum payments of 50 percent of the total bonus amount and either three or five equal payments for the remaining bonus amount. The total bonus amount based on the selected term will not exceed $7,500 or $15,000. In FY 2027, Prior Service Enlistment Bonuses decreased by $220 thousand due to a decrease in number of participants.

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	14	$177	7	$88	7	$88
6 Year	271	$2,032	135	$1,013	135	$1,013
Anniversary Payments						
3 Year	42	$265	44	$275	14	$88
6 Year	1,959	$2,939	720	$1,081	698	$1,048
Subtotal	2,286	$5,413	906	$2,457	854	$2,237

Reenlistment Bonus**:** Funds requested provides reenlistment bonus payment to prior-service enlisted personnel who reenlist or extend in the Air Force Reserve critical career fields for a term of either three or six years. Members must hold grades commensurate with billet vacancies. Individuals will receive initial lump sum payments of 50 percent of the total bonus and either five or two equal payments for the remaining bonus amount. The total bonus amount based on the selected term will not exceed $7,500 or $15,000. In FY 2027, reenlistment bonuses to prior service enlisted personnel decrease by $1.5 million due to the decrease in the number of new payments with the introduction of lump sum payments.

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	98	$369	0	$0	0	$0
6 Year	471	$3,533	0	$0	0	$0
Anniversary Payments						
3 Year	192	$360	559	$1,048	81	$152
6 Year	1,811	$2,717	2,138	$3,208	1,722	$2,584
Subtotal	2,572	$6,979	2,697	$4,256	1,803	$2,736

Reenlistment Lump Sum Bonus**:** Funds requested provides lump sum reenlistment bonus payment to prior service enlisted personnel who reenlist or extend in the Air Force Reserve critical career fields for a term of either three or six years. Members must hold grades commensurate with billet vacancies. Individuals will receive a lump sum payment at the time of reenlistment. The total bonus amount based on selected term will not exceed $10,000 or $20,000. Air Force Reserve introduces lump sum bonuses to increase retention to maintain end strength and minimize attrition. This new bonus will help the Air Force Reserve get after recruiting and retention issues and allow us to facilitate our plan to minimize attrition. In FY 2027, funding increased by $2 million due to increased number of participants.

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Lump Sum Payments						
Reinlistment ($10K Bonus)	538	$5,380	700	$7,000	800	$8,000
Critical Skills List ($20K Bonus)	414	$8,280	550	$11,000	600	$12,000
Subtotal	952	$13,660	1,250	$18,000	1,400	$20,000

Affiliation Bonus**:** Funds requested provides a reserve affiliation bonus to enlisted personnel serving on active duty and eligible for re-enlistment or for an extension of their active-duty status.Upon release from active duty, the member will have a reserve service obligation under the Selective Service Act. Eligible participants must be affiliated with a unit and currently qualified in a critical Air Force Specialty. Individuals will receive initial lump sum payments of 50 percent of the total bonus and two equal payments for the remaining bonus amount. The total bonus amount will not exceed $7,500. In FY 2027, funding decreased by $31 thousand due to reduced participation and introduction of Affiliation Lump Sum Bonus.

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	3	$11	0	$0	3	$11
6 Year	1	$4	0	$0	1	$4
Anniversary Payments						
3 Year	55	$83	26	$49	3	$6
6 Year	22	$33	16	$25	14	$22
Subtotal	81	$131	42	$74	21	$43

Affiliation Lump Sum Bonus**:** Funds requested provides a lumpsum reserve affiliation bonus to enlisted personnel serving on active duty and eligible for reenlistment or for an extension of their active-duty status. On 31 Oct, approval granted for the Reserve Component Affiliation Incentive Bonus (RCAIB). RCAIB authorizes a $10K bonus for enlisted affiliation with at least a 3-skill level into a non-critical skills duty AFSC. This pairs with our already approved $15K enlisted affiliation bonus into a critical skill. Air Force Reserve introduces lump sum bonuses to increase end-strength growth. This new bonus will help the Air Force Reserve get after recruiting and retention issues and help facilitate our plan to increase end strength. In FY 2027, funding increased by $1 million due to increased number of participants.

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Lump Sum Payments						
RCAIB ($10K Bonus)	92	$920	300	$3,000	300	$3,000
Critical Skills List ($20K Bonus)	121	$2,420	400	$8,000	450	$9,000
Subtotal	213	$3,340	700	$11,000	750	$12,000

Accession/Retention Bonus (AB/RB)**:** This is the formerly named Critically Short Wartime Health Specialist Bonus. Funds requested provide a bonus of $10,000 or $50,000 annually to an officer in a health care profession who qualified in a specialty designated as a critically short wartime specialty. The officer must agree to serve at least one year in the Selected Reserve. The bonus is limited to 3 years beginning on the date the officer accepts the award of special pay. In FY 2027, funding remained the same.

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	508	$10,004	309	$6,088	309	$6,088
Anniversary Payments						
3 Year	663	$13,056	618	$12,176	618	$12,176
Subtotal	1,171	$23,060	927	$18,264	927	$18,264

Accession/Affiliation Bonus: Funds requested provide bonus payments to officers who agree to serve a term of three years in the Air Force Reserve Top 10 most critical career fields. Individuals will receive initial lump sum payments of 50 percent of the total bonus and two equal payments for the remaining bonus amount. The total bonus will not exceed $10,000. In FY 2027, funding increased by $133 thousand due to an increase in participation.

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	115	$488	103	$439	103	$439
Anniversary Payments						
3 Year	79	$277	168	$589	206	$722
Subtotal	194	$765	271	$1,028	309	$1,161

Student Loan Repayment**:** Funds a program designed to attract and retain individuals in critical wartime specialties for participation in the Selected Reserve. Enlisted members agree to participate in the Selected Reserve in exchange for education loan repayment to their designated lender. This incentive is paid out annually, after each year of satisfactory service. This program is currently available to civilian accessions to the Air Force Reserve and prior-service Airmen (including affiliation). In FY 2027, funding increased by $420 thousand due to an increase in participation.

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
6 Year	133	$200	357	$536	357	$536
Anniversary Payments						
6 Year	32	$48	434	$652	714	$1,072
Subtotal	165	$248	791	$1,188	1,071	$1,608

Health Professions Loan Repayment Program: Funds repayment of an annual maximum of $40,000 in higher education loans for health professionals. For each satisfactory year of service completed in the Selected Reserve in a wartime combat medical skill designated as critical, the member is entitled to a maximum lifetime repayment of $250,000. The payout is typically $20,000 or $40,000 per year for 3 or 4 years of satisfactory service. In FY 2027, funding increased by $460 thousand due to an increase in participation.

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
3 Year	14	$384	27	$740	27	$740
Anniversary Payments						
3 Year	45	$1,001	54	$1,400	68	$1,860
Subtotal	59	$1,385	81	$2,140	95	$2,600

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

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments	339	$11,742	285	$8,464	285	$9,084
Anniversary Payments	733	$19,035	961	$24,585	830	$22,726
Subtotal	1,072	$30,777	1,246	$33,049	1,115	$31,810

TOTAL RESERVE INCENTIVES

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
New Payments						
Subtotal - New Payments	2,479	$32,797	1,702	$20,971	1,706	$21,606
Anniversary Payments						
Subtotal - Anniversary Payments	7,912	$43,235	8,019	$48,516	7,291	$45,949
Lump Sum Payments						
Subtotal - Lump Sum Payments	1,165	$17,000	1,950	$29,000	2,150	$32,000
TOTAL	11,556	$93,032	11,671	$98,487	11,147	$99,555

Foreign Language Proficiency Pay

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Officer	145	$906	87	$544	87	$544
Enlisted	153	$995	251	$1,632	251	$1,632
Subtotal	298	$1,901	338	$2,176	338	$2,176

Continuation Pay: The National Defense Authorization Act (NDAA) 2016, Public Law 114-92, Section 634, authorized the Secretary to make a payment of continuation pay to each member under the new modernized retirement system with 12 years of active service, or 4,320 points. The amount of continuation pay is based on the member's monthly basic pay multiplied by 0.5. In addition, the Service Secretary may offer an additional amount of continuation pay not to exceed 6 months to retain certain skills and communities. The Services began making continuation payments in FY 2018 pursuant to the January 1, 2018 effective date of the modernized retirement system. In FY 2027, funding decreases by $47 thousand due to the number of participants.

	FY 2025 Actual		FY 2026 Estimate		FY 2027 Estimate	
	Number	Amount	Number	Amount	Number	Amount
Officer		$853		$605		$559
Enlisted		$453		$373		$466
Subtotal		$1,306		$978		$1,025

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	382	378	386	386	383	386	386	400	386
Enlisted	0	0	0	0	0	0	0	0	0

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1	1	1	1	1	1	1	1	1

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	5	6	6	6	6	6	6	6	6

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	10	12	13	13	13	13	13	13	13

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

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	14	16	17	17	17	17	17	17	17

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	310	314	316	316	330	316	316	328	316

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	42	46	49	49	49	49	49	49	49

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	5	5	5	5	5	5	5	5	5

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	2	2	2	2	2	2	2	2	2

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1,040	1,014	1,018	1,018	1,006	1,031	1,031	1,053	1,040
Enlisted	3,908	3,838	3,884	3,884	3,877	3,909	3,909	3,980	4,013
Subtotal	4,948	4,852	4,902	4,902	4,883	4,940	4,940	5,033	5,053

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	13	14	13	13	12	10	10	10	10
Enlisted	345	355	362	362	367	371	371	388	403
Subtotal	358	369	375	375	379	381	381	398	413

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Enlisted	7	5	3	3	3	3	3	3	3

TOTAL PROGRAM

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
Officer	1,465	1,441	1,454	1,454	1,438	1,464	1,464	1,500	1,473
Enlisted	4,619	4,565	4,621	4,621	4,633	4,655	4,655	4,755	4,791
Subtotal	6,084	6,006	6,075	6,075	6,071	6,119	6,119	6,255	6,264

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

		Amount
FY 2026 Direct Program		**$13,215**
Increases:		
Pricing Increases:		
Total Pricing Increases	**$0**	
Program Increases:		
TSP Matching Contribution Payments	554	
Total Program Increases	**$554**	
Total Increases		**$554**
Decreases:		
Pricing Decreases:		
Total Pricing Decreases	**$0**	
Program Decreases:		
Total Program Decreases	**$0**	
Total Decreases		**$0**
FY 2027 Direct Program		**$13,769**

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

Estimate	FY 2027	$13,769
Estimate	FY 2026	$13,215
Actual	FY 2025	$16,007

PART I - PURPOSE AND SCOPE

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

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The amount the Service contributes is based on the percentage of basic pay the member elects to contribute to the Thrift Savings Fund. The Services began making automatic and matching TSP contributions payments in FY 2018 pursuant to the January 1, 2018, effective date of the modernized retirement system. In FY 2027, funding increases by $554 thousand based on increased participation.

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Workyears	**Rate**	**Amount**	**Workyears**	**Rate**	**Amount**	**Workyears**	**Rate**	**Amount**
TSP Matching Contributions									
Officer			$5,297			$3,601			$3,741
Enlisted			$10,710			$9,614			$10,028
Total			$16,007			$13,215			$13,769

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

		Amount
FY 2026 Direct Program		**$15,438**
Increases:		
Pricing Increases:		
Total Pricing Increases	**$12**	
Program Increases:		
Basic Benefits	23	
Kicker	0	
Total Program Increases	**$23**	
Total Increases		**$35**
Decreases:		
Pricing Decreases:		
Kicker	0	
Total Pricing Decreases	**$0**	
Program Decreases:		
Total Program Decreases	**$0**	
Total Decreases		**$0**
FY 2027 Direct Program		**$15,473**

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

Estimate	FY 2027	$15,473
Estimate	FY 2026	$15,438
Actual	FY 2025	$12,253

PART I - Purpose and Scope

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

PART II - Justification of Funds Requested

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

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

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

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

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

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

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Eligible	Rate	Amount	Eligible	Rate	Amount	Eligible	Rate	Amount
MGIB-SR (CHAPTER 1606)									
Basic Benefits, Officer	0	$0	$0	0	$0	$0	0	$0	$0
Basic Benefits, Enlisted	0	$0	$0	2,154	$100	$215	2,381	$100	$238
$350 Kicker, Officer	0	$0	$0	0	$0	$0	0	$0	$0
$350 Kicker, Enlisted	277	$3,315	$917	590	$4,697	$2,771	590	$4,717	$2,783
Chapter 1606 Amortization	0	$0	$0	0	$0	$0	0	$0	$0
Tuition Assistance									
Tuition Assistance, Officer	300	$2,118	$636	380	$2,118	$805	380	$2,118	$805
Tuition Assistance, Enlisted	5,048	$2,119	$10,700	5,498	$2,118	$11,647	5,498	$2,118	$11,647
TOTAL EDUCATIONAL BENEFITS	5,625		$12,253	8,622		$15,438	8,849		$15,473

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

		Amount
FY 2026 Direct Program		**$66,766**
Increases:		
Pricing Increases:		
FY27 Pay Raise (6.2%, Effective 1 Jan 27)	270	
Annualization FY26 Pay Raise (3.8%, Effective 1 Jan 26)	94	
Inflation (Rate 2.1% FY27)	1,824	
FICA (Rate 7.65%, FY27 Ceiling - $190,800)	28	
BAH (Rate 4.2% FY27)	194	
Total Pricing Increases	**$2,411**	
Program Increases:		
Stipend	3,438	
Pay Allowances	948	
BAH	337	
Travel	0	
Total Program Increases	**$4,723**	
Total Increases		**$7,134**
Decreases:		
Pricing Decreases:		
RPA	(280)	
Total Pricing Decreases	**($280)**	
Program Decreases:		
Total Program Decreases	**$0**	
Total Decreases		**($280)**
FY 2027 Direct Program		**$73,620**

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

Estimate	FY 2027	$73,620
Estimate	FY 2026	$66,766
Actual	FY 2025	$59,530

PART I - Purpose and Scope

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

Students participating in the program will be commissioned in the Air Force Reserve. They will be detailed as students at accredited civilian institutions for the purpose of acquiring knowledge or training in a designated health profession. In addition, they will receive military and professional training and instruction for a period of 45 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a monthly stipend of $3,225 effective 1 July 2027, a change of $112 per month. When serving on active duty for training, students will receive the full pay and allowances of a Second Lieutenant (pay grade O-1).

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

In FY 2027, prices rose by $2.1 million due to inflation and economic factors, including Retired Pay Accrual, FICA, and BAH.

Pay and Allowances increase due to the 6.2% pay raise, effective 1 January 2027: $270 thousand.
Pay and Allowances increase due to the annualization of the 3.8% pay raise, effective 1 January 2026: $94 thousand.
Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

PART II - Justification of Funds Requested

In FY 2026, Health Professions Scholarship Program increased by $6.9 million due to inflation and change in stipend rates from $3,113 to $3,225 effective 1 July 2027.

Expenses for Health Professions Scholarship Program participants are as follows:

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

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

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

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	1,309	$29,457.39	$38,545	1,373	$31,831.50	$43,705	1,481	$33,022.50	$48,906
Pay and Allowances	1,309	$11,372.43	$14,347	1,373	$11,902.37	$16,342	1,481	$12,109.46	$17,934
Uniform Allowances	540	$400.00	$216	540	$400.00	$216	540	$400.00	$216
Travel	461	$6,078.09	$2,802	461	$6,254.35	$2,883	461	$6,385.69	$2,944
Critical Skills Accession Bonus	181	$20,000.00	$3,620	181	$20,000.00	$3,620	181	$20,000.00	$3,620
TOTAL			$59,530			$66,766			$73,620

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

		Amount
FY 2026 Direct Program		**$2,106**
Increases:		
Pricing Increases:		
FY27 Pay Raise (6.2%, Effective 1 Jan 27)	4	
Annualization FY26 Pay Raise (3.8%, Effective 1 Jan 26)	1	
Inflation (Rate 2.1% FY27)	42	
FICA (Rate 7.65%, FY27 Ceiling - $190,800)	0	
Total Pricing Increases	**$48**	
Stipend	104	
Pay Allowances	18	
Total Program Increases	**$123**	
Total Increases		**$170**
Decreases:		
Pricing Decreases:		
RPA	(4)	
Total Pricing Decreases	**($4)**	
Program Decreases:		
Total Program Decreases	**$0**	
Total Decreases		**($4)**
FY 2027 Direct Program		**$2,272**

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

Estimate	FY 2027	$2,272
Estimate	FY 2026	$2,106
Actual	FY 2025	$1,618

Part I - Purpose and Scope

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

Health professionals participating in the program will be commissioned in the Air Force Reserve. They will be detailed as residents at accredited civilian institutions for the purpose of receiving advance specialty training in a critical specialty determined annually by the Air Force Surgeon General. In addition, they will receive military and professional training and instruction for a period of 14 days during each year of participation in the program. Except when serving on active duty for training, each student will receive a monthly stipend of $3,225 effective 1 July 2027, a change of $112 per month. When serving on active duty for training, students will receive the full pay and allowance for the category they are commissioned into. Physicians and dentists will receive the pay and allowance of a Captain (pay grade O-3).

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

In FY 2027, pricing increased to a total of $43 thousand due to inflation.

Pay and Allowances increased due to the 6.2% pay raise, effective 1 January 2027.
Pay and Allowances increase due to the annualization of the 3.8% pay raise, effective 1 January 2026.
Pay and Allowances include Basic Pay, Retired Pay Accrual, and Federal Insurance Contributions Act (FICA).

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

PART II - Justification of Funds Requested

In FY 2027, price increased by $146 thousand, and program increased by $166 thousand due to inflation and increased participation.

Expenses for Health Professional students are identified as follows:

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

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

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

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
	Participants	Rate	Amount	Participants	Rate	Amount	Participants	Rate	Amount
Stipend	20	$31,333.33	$611	30	$34,830.51	$1,028	33	$36,135.51	$1,174
Financial Assistance Grant	20	$45,000.00	$900	20	$45,000.00	$900	20	$45,000.00	$900
Pay and Allowances	20	$5,768.26	$107	30	$6,048.64	$178	33	$6,100.92	$198
Uniform Allowances	0	$0.00	$0	0	$0.00	$0	0	$0.00	$0
TOTAL			$1,618			$2,106			$2,272

Section V
Special Analysis

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

	FY 2025						
	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	24	65	89	0	48	117	254
RECRUITING RETENTION	11	400	411	1	0	45	457
SUBTOTAL	35	465	500	1	48	162	711
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,099	3,969	5,068	4,869	30	4,122	14,089
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,099	3,969	5,068	4,869	30	4,122	14,089
TRAINING:							
RC NON-UNIT INST	1	19	20	1	0	0	21
AC SCHOOLS	27	2	29	0	0	0	29
ROTC	0	0	0	0	0	0	0
SUBTOTAL	28	21	49	1	0	0	50
HEADQUARTERS:							
SERVICE HQS	92	91	183	19	69	392	663
AC HQS	47	6	53	0	0	0	53
AC INSTAL/ACTIVITIES	7	24	31	0	0	0	31
RC CHIEFS STAFF	96	39	135	0	7	19	161
OTHERS HQS	50	6	56	0	0	0	56
SUBTOTAL	292	166	458	19	76	411	964
OTHERS	0	0	0	0	0	0	0
TOTAL	1,454	4,621	6,075	4,890	154	4,695	15,814

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

FY 2026

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	20	67	87	0	53	85	225
RECRUITING RETENTION	10	397	407	0	0	47	454
SUBTOTAL	30	464	494	0	53	132	679
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,099	4,019	5,118	6,436	27	3,822	15,403
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,099	4,019	5,118	6,436	27	3,822	15,403
TRAINING:							
RC NON-UNIT INST	1	19	20	1	0	0	21
AC SCHOOLS	7	2	9	0	0	0	9
ROTC	0	0	0	0	0	0	0
SUBTOTAL	8	21	29	1	0	0	30
HEADQUARTERS:							
SERVICE HQS	108	104	212	19	69	415	715
AC HQS	47	8	55	0	0	0	55
AC INSTAL/ACTIVITIES	7	23	30	0	0	0	30
RC CHIEFS STAFF	116	36	152	0	7	24	183
OTHERS HQS	58	5	63	0	0	0	63
SUBTOTAL	336	176	512	19	76	439	1,046
OTHERS	0	0	0	0	0	0	0
TOTAL	1,473	4,680	6,153	6,456	156	4,393	17,158

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

FY 2027

	AGR/TAR OFFICER	AGR/TAR ENLISTED	AGR/TAR TOTAL	MILITARY TECHNICIANS	ACTIVE MILITARY	CIVILIAN	TOTAL
ASSIGNMENT:							
INDIVIDUALS	0	0	0	0	0	0	0
PAY/PERSONNEL CTR	23	60	83	0	53	85	221
RECRUITING RETENTION	11	397	408	0	0	44	452
SUBTOTAL	34	457	491	0	53	129	673
UNITS:							
UNITS							
RC UNIQUE MGMT HQS	0	0	0	0	0	0	0
UNITS	1,225	4,124	5,349	6,431	27	3,645	15,452
MAINT ACT (NON-UNIT)	0	0	0	0	0	0	0
SUBTOTAL	1,225	4,124	5,349	6,431	27	3,645	15,452
TRAINING:							
RC NON-UNIT INST	1	19	20	0	0	0	20
AC SCHOOLS	28	2	30	0	0	0	30
ROTC	0	0	0	0	0	0	0
SUBTOTAL	29	21	50	0	0	0	50
HEADQUARTERS:							
SERVICE HQS	83	104	187	19	61	378	645
AC HQS	23	8	31	0	0	0	31
AC INSTAL/ACTIVITIES	5	23	28	0	0	0	28
RC CHIEFS STAFF	60	40	100	0	7	27	134
OTHERS HQS	33	9	42	0	0	0	42
SUBTOTAL	204	184	388	19	68	405	880
OTHERS	0	0	0	0	0	0	0
TOTAL	1,492	4,786	6,278	6,450	148	4,179	17,055

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

HEALTH PROFESSIONS SCHOLARSHIP ENROLLMENT

	FY 2025			FY 2026			FY 2027		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	225	230	235	235	262	289	289	339	388
2nd Year	362	353	344	344	359	374	374	332	289
3rd Year	393	360	326	326	376	425	425	400	374
4th Year	377	366	355	355	377	398	398	412	425
Total Enrollment	**1,357**	**1,309**	**1,260**	**1,260**	**1,373**	**1,486**	**1,486**	**1,481**	**1,476**

FINANCIAL ASSISTANCE PROGRAM ENROLLMENTS

	FY 2025			FY 2026			FY 2027		
	Begin	Average	End	Begin	Average	End	Begin	Average	End
1st Year	1	3	5	5	6	6	6	6	6
2nd Year	2	4	5	5	6	6	6	6	6
3rd Year	8	10	11	11	13	15	15	15	15
4th Year	2	4	5	5	6	6	6	6	6
Total Enrollment	**13**	**20**	**26**	**26**	**30**	**33**	**33**	**33**	**32**
Completed Program Graduates			**381**			**409**			**432**

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

	FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,279	$3,421	1,802	$2,707	1,365	$2,051
Accelerated Payments						
FY2025 Initial Payments	512	$3,853				
FY2025 Anniversary Payments			479	$721	479	$721
FY2026 Initial Payments			479	$3,603		
FY2026 Anniversary Payments					479	$721
FY2027 Initial Payments					479	$3,603
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
FY2031 Initial Payments						
FY2031 Anniversary Payments						
Total Initial Payments	512	$3,853	479	$3,603	479	$3,603
Total Anniversary Payment	2,279	$3,421	2,281	$3,428	2,323	$3,493
Total	2,791	$7,274	2,760	$7,031	2,802	$7,096

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

	FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	45	$1,001	27	$660	14	$380
Accelerated Payments						
FY2025 Initial Payments	14	$384				
FY2025 Anniversary Payments			27	$740	27	$740
FY2026 Initial Payments			27	$740		
FY2026 Anniversary Payments					27	$740
FY2027 Initial Payments					27	$740
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
FY2031 Initial Payments						
FY2031 Anniversary Payments						
Total Initial Payments	14	$384	27	$740	27	$740
Total Anniversary Payment	45	$1,001	54	$1,400	68	$1,860
Total	59	$1,385	81	$2,140	95	$2,600

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

	FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	663	$13,056	309	$6,088		
Accelerated Payments						
FY2025 Initial Payments	508	$10,004				
FY2025 Anniversary Payments			309	$6,088	309	$6,088
FY2026 Initial Payments			309	$6,088		
FY2026 Anniversary Payments					309	$6,088
FY2027 Initial Payments					309	$6,088
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
FY2031 Initial Payments						
FY2031 Anniversary Payments						
Total Initial Payments	508	$10,004	309	$6,088	309	$6,088
Total Anniversary Payment	663	$13,056	618	$12,176	618	$12,176
Total	1,171	$23,060	927	$18,264	927	$18,264

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

	FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,001	$3,204	622	$1,109	428	$642
Accelerated Payments						
FY2025 Initial Payments	285	$2,209				
FY2025 Anniversary Payments			142	$247	142	$247
FY2026 Initial Payments			142	$1,101		
FY2026 Anniversary Payments					142	$247
FY2027 Initial Payments					142	$1,101
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
FY2031 Initial Payments						
FY2031 Anniversary Payments						
Total Initial Payments	285	$2,209	142	$1,101	142	$1,101
Total Anniversary Payment	2,001	$3,204	764	$1,356	712	$1,136
Total	2,286	$5,413	906	$2,457	854	$2,237

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

	FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	77	$116	38	$66	13	$20
Accelerated Payments						
FY2025 Initial Payments	4	$15				
FY2025 Anniversary Payments			4	$8	4	$8
FY2026 Initial Payments						
FY2026 Anniversary Payments						
FY2027 Initial Payments					4	$15
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
FY2031 Initial Payments						
FY2031 Anniversary Payments						
Total Initial Payments	4	$15			4	$15
Total Anniversary Payment	77	$116	42	$74	17	$28
Total	81	$130	42	$74	21	$43

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

	FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	79	$277	65	$228		
Accelerated Payments						
FY2025 Initial Payments	115	$488				
FY2025 Anniversary Payments			103	$361	103	$361
FY2026 Initial Payments			103	$439		
FY2026 Anniversary Payments					103	$361
FY2027 Initial Payments					103	$439
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
FY2031 Initial Payments						
FY2031 Anniversary Payments						
Total Initial Payments	115	$488	103	$439	103	$439
Total Anniversary Payment	79	$277	168	$589	206	$722
Total	194	$765	271	$1,028	309	$1,161

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

	FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	733	$19,035	491	$11,385	173	$3,609
Accelerated Payments						
FY2025 Initial Payments	339	$11,742				
FY2025 Anniversary Payments			470	$13,200	403	$11,595
FY2026 Initial Payments			285	$8,464		
FY2026 Anniversary Payments					254	$7,522
FY2027 Initial Payments					285	$9,084
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
FY2031 Initial Payments						
FY2031 Anniversary Payments						
Total Initial Payments	339	$11,742	285	$8,464	285	$9,084
Total Anniversary Payment	733	$19,035	961	$24,585	830	$22,726
Total	1,072	$30,777	1,246	$33,049	1,115	$31,810

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

	FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	2,003	$3,077	2,145	$3,397	1,251	$1,877
Accelerated Payments						
FY2025 Initial Payments	569	$3,902				
FY2025 Anniversary Payments			552	$859	552	$859
FY2026 Initial Payments						
FY2026 Anniversary Payments						
FY2027 Initial Payments						
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
FY2031 Initial Payments						
FY2031 Anniversary Payments						
Total Initial Payments	569	$3,902				
Total Anniversary Payment	2,003	$3,077	2,697	$4,256	1,803	$2,736
Total	2,572	$6,978	2,697	$4,256	1,803	$2,736

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

	FY 2025		FY 2026		FY 2027	
	Number	Amount	Number	Amount	Number	Amount
Prior Obligations	32	$48	77	$116		
Accelerated Payments						
FY2025 Initial Payments	133	$200				
FY2025 Anniversary Payments			357	$536	357	$536
FY2026 Initial Payments			357	$536		
FY2026 Anniversary Payments					357	$536
FY2027 Initial Payments					357	$536
FY2027 Anniversary Payments						
FY2028 Initial Payments						
FY2028 Anniversary Payments						
FY2029 Initial Payments						
FY2029 Anniversary Payments						
FY2030 Initial Payments						
FY2030 Anniversary Payments						
FY2031 Initial Payments						
FY2031 Anniversary Payments						
Total Initial Payments	133	$200	357	$536	357	$536
Total Anniversary Payment	32	$48	434	$652	714	$1,072
Total	165	$248	791	$1,188	1,071	$1,608

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

PART I - PURPOSE AND SCOPE

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

PART II - JUSTIFICATION OF FUNDS REQUESTED

The aviation bonus program authorized in title 37 §334(c) remains a flexible and cost effective tool to shape the aviation community. The amount requested for each aircraft type category is necessary to influence the retention behavior of specific experienced aviators in order to meet emerging Air Force Reserve requirements and increased demand. The FY 2026 Aviation Program will allow us to offer bonuses to Full-Time Active Guard and Reserve (AGR) personnel, Air Reserve Technicians (ART),and selected Traditional Reservists (TR).

	Aircraft Personnel Manning Levels		
Aircraft Type category:	**FY 2025**	**FY 2026**	**FY 2027**
Fighter	80.8%	80.8%	80.8%
Bomber	96.7%	96.7%	96.7%
Mobility	98.2%	98.2%	98.2%
Special Ops	129.4%	129.4%	129.4%
C2ISR	107.2%	107.2%	107.2%
Rescue	63.2%	63.2%	63.2%
RPA	99.1%	99.1%	99.1%
Total	**96.4%**	**96.4%**	**96.4%**

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

	FY 2025 Actual			FY 2026 Estimate			FY 2027 Estimate		
Aircraft Type category:	Strength	Rate	Amount	Strength	Rate	Amount	Strength	Rate	Amount
Fighter	263	$33,627.38	$8,844	339	$29,362.83	$9,954	332	$31,171.69	$10,349
Bomber	76	$31,381.58	$2,385	90	$27,444.44	$2,470	76	$30,315.79	$2,304
Mobility	545	$24,480.73	$13,342	614	$22,786.64	$13,991	512	$24,960.94	$12,780
Special Ops	57	$33,315.79	$1,899	64	$31,562.50	$2,020	68	$30,294.12	$2,060
C2ISR	41	$33,975.61	$1,393	41	$32,146.34	$1,318	41	$31,780.49	$1,303
Rescue	34	$30,117.65	$1,024	34	$29,588.24	$1,006	30	$30,133.33	$904
RPA	56	$33,750.00	$1,890	64	$35,781.25	$2,290	56	$37,678.57	$2,110
Total	**1,072**		**$30,777**	**1,246**		**$33,049**	**1,115**		**$31,810**