

Pay Parity

Fiscal Year 2026 Fact Sheet



NGAUS

Background

- NGAUS strongly believes the National Guard should receive the same organization, same equipment, and same benefits as their Active Component counterparts.
- In this vein, NGAUS has advocated for Reserve Component special pay and incentive parity.
- Jump requirements and flight hours are the same, regardless of which compo you serve in. Yet, National Guard members only receive 1/30 of the pay as their Active Component counterparts for completing the same level of training.
- Congress agreed this should be addressed and DoD has continually delayed implementation.
- Latest step: The FY24 NDAA required each category of special and incentive pay to be evaluated.
- NGAUS REQUEST: Clarify a small list of S&I categories to push forward. Additionally, we ask Congress to prompt DoD to move forward with congressional intent.

BLUF

RC pay parity passed in the FY22 NDAA but has yet to be implemented nearly three years later.

- In the FY22 NDAA (passed December 27, 2021), last minute language was added stating RC pay parity “may” be implemented once DoD issued a report showing it would not negatively impact the Active Component.
- In April 2023 (six months past due), DoD issued a report which estimated the annual cost for total RC pay parity to be \$546M. Nearly half of that cost (\$231M) was within the Health Professions, which was not the original intent of the NGAUS push (aviation, hazardous duty, special duty). DoD concluded the change would require numerous policy updates and additional funding. The report stated the SECDEF had made no decision whether RC pay parity would have a detrimental effect and no implementation plan was issued.
- The FY24 NDAA, Sec. 612 (passed December 13, 2023) changed “the Secretary may” to “shall” and added a provision to “evaluate each type or category of special and incentive pay separately for the purposes of certifying whether implementing such section would have a detrimental effect on the force structure.” It is the stance of NGAUS that this language additionally slow-rolled the implementation of RC pay parity.
- On February 4, 2024, NGAUS sent a letter to both the Appropriators and Authorizers which stated frustration on the delayed implementation and asked Congress to hold DoD accountable.
- No evaluation has been done to date and nothing in the FY25 NDAA addressed this issue.



Learn more at
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