

119TH CONGRESS  
2D SESSION

# S. 4375

To amend title 37, United States Code, to require the payment of the maximum amount of aviation incentive pay to aviation officers with more than 8 years of aviation service and to enhance the retention incentives available to aviation officers.

---

## IN THE SENATE OF THE UNITED STATES

APRIL 22, 2026

Mr. BUDD (for himself, Mrs. SHAHEEN, Mr. KING, Mr. SCHMITT, Mr. SHEEHY, Mr. ROUNDS, Mr. CRAMER, and Mr. KAINE) introduced the following bill; which was read twice and referred to the Committee on Armed Services

---

## A BILL

To amend title 37, United States Code, to require the payment of the maximum amount of aviation incentive pay to aviation officers with more than 8 years of aviation service and to enhance the retention incentives available to aviation officers.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*

3       **SECTION 1. SHORT TITLE.**

4       This Act may be cited as the “Retention Enhance-  
5       ments for Tactical Aircrew INitiative Act of 2026” or the  
6       “RETAIN Act of 2026”.

1 **SEC. 2. PAYMENT OF MAXIMUM AMOUNT OF AVIATION IN-**  
2 **CENTIVE PAY TO OFFICERS WITH MORE**  
3 **THAN 8 YEARS OF AVIATION SERVICE.**

4 Section 334(c) of title 37, United States Code, is  
5 amended—

6 (1) in paragraph (1)(A), by inserting “subject  
7 to paragraph (5),” before “aviation incentive”; and

8 (2) by adding at the end the following new  
9 paragraph:

10 “(5) MAXIMUM AMOUNT FOR OFFICERS WITH  
11 MORE THAN 8 YEARS OF AVIATION SERVICE.—An of-  
12 ficer who is entitled to aviation incentive pay under  
13 subsection (a) and has completed more than 8 years  
14 of aviation service shall receive the maximum month-  
15 ly amount of such pay under paragraph (1)(A).”.

16 **SEC. 3. ENHANCEMENT OF AIR FORCE RATED OFFICER RE-**  
17 **TENTION DEMONSTRATION PROGRAM.**

18 (a) ELIGIBLE OFFICERS.—Subsection (b)(2) of sec-  
19 tion 604 of the James M. Inhofe National Defense Au-  
20 thorization Act for Fiscal Year 2023 (Public Law 117–  
21 263; 37 U.S.C. 301b note) is amended—

22 (1) by striking “and not less than one year”;  
23 and

24 (2) by striking “under section 653 of title 10,  
25 United States Code”.

1 (b) WRITTEN AGREEMENTS.—Subsection (c)(1) of  
 2 such section is amended—

3 (1) by striking “four years” and inserting “one  
 4 year”; and

5 (2) by striking “under section 653 of title 10,  
 6 United States Code”.

7 (c) RETENTION INCENTIVES.—Subsection (d) of such  
 8 section is amended—

9 (1) by striking paragraph (1) and inserting the  
 10 following new paragraph (1):

11 “(1) FLEXIBILITY OF ASSIGNMENT AND DUTY  
 12 LOCATIONS.—Under the demonstration program re-  
 13 quired under subsection (a), the Secretary shall offer  
 14 to a rated officer described in subsection (b), to the  
 15 maximum extent practicable (as determined by the  
 16 Secretary)—

17 “(A) assignment to the duty location of the  
 18 rated officer’s preference, including consecutive  
 19 assignments to the same duty location;

20 “(B) the opportunity to perform a staff as-  
 21 signment that does not require flying remotely,  
 22 such that the officer may avoid relocation or re-  
 23 main in active flying status; and

1 “(C) the opportunity to transition indefi-  
 2 nitely to a non-combat aviation service posi-  
 3 tion.”;

4 (2) by striking paragraph (2) and inserting the  
 5 following new paragraph (2):

6 “(2) AVIATION BONUS.—

7 “(A) IN GENERAL.—Under the demonstra-  
 8 tion program required under subsection (a),  
 9 notwithstanding section 334(c) of title 37,  
 10 United States Code, the Secretary may pay to  
 11 a rated officer described in subsection (b) an  
 12 aviation bonus not to exceed an average annual  
 13 amount of \$100,000.

14 “(B) PAYMENT OF MAXIMUM AMOUNT.—  
 15 The Secretary—

16 “(i) shall ensure the maximum  
 17 amount payable under subparagraph (A) is  
 18 offered to any rated officer described in  
 19 subsection (b) who executes a written  
 20 agreement under subsection (c) to remain  
 21 on active duty for one or more years after  
 22 the completion of the active duty service  
 23 obligation of the officer; and

24 “(ii) may not vary the amount of an  
 25 aviation bonus offered to an officer based

1 on the active duty service commitment the  
2 officer has remaining at the time of  
3 offer.”; and

4 (3) by adding at the end the following new  
5 paragraph:

6 “(4) ALIGNING TOTAL FORCE INCENTIVES.—

7 The Secretary shall ensure that an offer under this  
8 subsection to a rated officer described in subsection  
9 (b) includes—

10 “(A) contract length options equal to or  
11 shorter than contract length options offered by  
12 the Air National Guard and the Air Force Re-  
13 serve; and

14 “(B) an aviation bonus under paragraph  
15 (2) in an amount that is equal to or exceeds the  
16 amounts offered by the Air National Guard and  
17 the Air Force Reserve.”.

18 (d) EXTENSION OF DEMONSTRATION PROJECT.—

19 Subsection (g) of such section is amended by striking  
20 “2028” and inserting “2031”.

○