

12 Oct 22
Version 1

Air Force Reserve Officer and Enlisted Bonus Incentive Guide - FY23

The purpose of this guide is to outline Fiscal Year (FY) 2023 program entitlements for Air Force Reserve (AFR) Airmen as well as to assist servicing Commander Support Staff (CSS), Military Personnel Flights (MPF) and Force Support Squadron (FSS) in understanding the “Air Force Reserve Officer and Enlisted Bonus Incentive” program.



DEPARTMENT OF THE AIR FORCE
AIR FORCE RESERVE COMMAND

MEMORANDUM FOR ALL AFR COMMANDERS

FROM: HQ AFRC/A1K
555 Robins Parkway
Robins AFB GA 31098-2005

SUBJECT: Air Force Reserve (AFR) Fiscal Year (FY) 2023 Officer/Enlisted Incentive Program

1. The AFR bonus incentive program continues to attract and retain qualified unit and individual reservists as identified by duty Air Force specialty code on the critical skills list. With the growing demand for Reserve Citizen Airmen to accomplish Total Force missions, the AFR FY23 incentive list serves as the source document to ensure our high-demand skills receive relevant and equitable compensation for their contributions to our nation's defense. To fully capture critical skills aligned to this demand including AFR recruiting and retention targets, the FY23 incentive list is still in coordination for Commander, Air Force Reserve (CAFR) approval.
2. In accordance with AFI 36-3012, para 2.5.3.1, the 367th Recruiting Group and supporting force support units are authorized to use a 15-day overlap period for continued use of the AFR FY22 bonus incentive eligibility and guidance from the CAFR approval date of the AFR FY23 bonus incentive listing and guidance. The intent of this overlap period is to provide maximum flexibility in the accession process and additional latitude in finalizing the processing of potential officer/enlistees already in the pipeline. It only applies to recruits who meet non-prior service, prior service and affiliation bonus eligibility requirements. This guidance does NOT apply to members who are eligible for reenlistment, retraining or who are reclassified.
3. Once final approval is received, the FY23 bonus incentive critical skills list will remain valid through 30 September 2023. However, this program is subject to a mid-year review and is subject to change based on AFR mission requirements, program execution and budget forecasts.
4. If you have any questions, please email HQ AFRC/A1KK at: afrc.a1kk@us.af.mil.

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CHRISTY L. SHAW, Lieutenant Colonel, USAF
Deputy Chief, Military Personnel Division

OFFICER & ENLISTED BONUS INCENTIVE GUIDE

1. GENERAL INFORMATION:

OFFICER INCENTIVE PROGRAM: The AFR officer incentive program was initially approved for execution on 1 September 2008 in accordance with the allowance and instructions provided in Section 332 of Title 37 United States Code (U.S.C). There are two types of officer incentives: accession and affiliation. In accordance with (IAW) Title 37 U.S.C. and DODI 1304.34 both bonuses require officers to sign an agreement to serve in the Selected Reserve (SelRes).

Accession Bonus: An incentive offered to a person who is newly appointed to the AFR when assigned to an incentive Duty Air Force Specialty Code (DAFSC) as of the date of appointment. Eligibility requires completion of initial skill training for award of the DAFSC. Officers must serve in the bonus eligible DAFSC for a minimum of three years. Prior service AFR personnel who are commissioned into a bonus DAFSC via the Non-Extended Active Duty Airman Commissioning Program or other commissioning program are eligible for an accession bonus; however, these Airmen must have less than 20 years total federal service (based on pay date) at the time of appointment. Accession bonuses may be up to \$10,000 and will be paid out over a three (3) year period.

Affiliation Bonus: An incentive offered to officers who transfer directly from the Regular Air Force (RegAF) or Individual Ready Reserve (IRR) without a break in service and are fully qualified for the bonus DAFSC they are assigned to on the effective date of their affiliation into the SelRes. Basic eligibility requires officers to have fewer than 15 years of qualifying military service toward a regular or non-regular retirement, IAW DODI 1215.07, *Service Credit for Non-Regular Retirement*. Palace Chase participants and personnel transferring from another Air Reserve Component (i.e., ANG) are not eligible. Affiliation bonuses may be up to \$20,000 and will be paid out over a three (3) year period.

NOTE: A officer who receives a bonus in accordance with Section 332 of Title 37 U.S.C., and fails to complete the period of obligated service or other conditions of service specified in the written agreement for which the bonus is paid, must repay any unearned portion of the bonus consistent with Section 373 of Title 37 U.S.C., and Chapter 2, Volume 7a, of DoD 7000.14-R

ENLISTED INCENTIVE PROGRAM: In accordance with Section 308 and 331 of Title 37 U.S.C., the enlisted bonus program was authorized to support recruiting and retention efforts in critical skills, career fields, units, or grades. There are three primary types of enlisted bonuses:

- 1) Enlistment (non-prior service, affiliation, and prior service)
- 2) Reenlistment (retention)
- 3) Retraining

Every enlisted bonus requires a written agreement IAW Section 331 of Title 37 U.S.C. and DODI 1304.31. Enlistment and reenlistment bonuses directly correlate with length of contract and will range from \$7,500 to \$15,000 based on the term of enlistment and paid out over a total of 3-6 years. For the AFR, enlisted bonuses under this program are limited to traditional and individual reservist and eligibility for annual payment requires satisfactory participation. If an Airman fails to meet the terms covered within the applicable regulatory guidance, the member shall be subject to repayment provisions of Section 373 of Title 37 U.S.C., and Chapter 2, Volume 7a, of DoD 7000.14-R.

a. **Non-Prior Service Enlistment:** An incentive granted to an individual who is enlisting in an incentive DAFSC (in effect on Date of Enlistment (DOE) for a term of six years and meets criteria IAW AFI 36-3012.

b. **Affiliation Enlistment:** An incentive granted to a fully qualified member who transfers directly from RegAF or IRR (no previous SelRes service) without a break in service, for a period of three to six years, and is assigned to a bonus DAFSC for which they hold at least a three skill-level Control Air Force Specialty Code (CAFSC) or secondary AFSC on the date of enlistment.

c. **Prior Service Enlistment:** An incentive granted to former members of the armed forces who enlist in the SelRes for a period of three or six years and meet criteria outlined IAW AFI 36-3012.

d. **Reenlistment (Retention):** An incentive granted to an Airman reenlisting for a three or six year specified period in an incentive DAFSC. Airmen must reenlist within six months of current expiration term of service (ETS) when they are not currently receiving an incentive. Current incentive recipients must reenlist within 30 days of their ETS to maintain future incentive eligibility.

e. **Retraining:** An incentive granted to a member already assigned to a unit in a non-incentive AFSC to retrain and later reenlist into one of the seven specific DAFSCs approved in FY23, for a period of three to six years on the date retraining is approved, and Airmen is entered into Training Status Code M or E.

2. OFFICE OF PRIMARY RESPONSIBILITY (OPR):

Airmen are encouraged to contact their servicing force support unit or RIO/DET Career Assistance Advisor (CAA) for general questions, eligibility, verification & submission of bonus package.

MPFs, CAAs, and RIOs may address questions and concerns to:

- HQ AFRC/A1KK, Force Management Branch
- HQ ARPC/DPAT, Special Pay and Incentive Bonuses

3. TARGET AUDIENCE:

- AFR Airmen

4. REFERENCES/RELATED PROCESSES:

- [AFI 36-3012](#), *Military Entitlements*
- [AFI 36-2606](#), *Reenlistment and Extension of Enlistment in the United States Air Force*
- [AFMAN 36-2136](#), *Reserve Personnel Participation*
- [DODI 1215.07](#), *Service Credit for Non-Regular Retirement*
- [DODI 1304.31](#), *Enlisted Bonus Program*
- [DODI 1304.34](#), *General Bonus Authority for Officers*
- [Title 37 U.S.C. Chapter 5](https://uscode.house.gov) (<https://uscode.house.gov>)

5. FY23 CRITICAL SKILLS LIST FOR INCENTIVE BONUSES.

In accordance with SAF/MR delegation of authority granted on 13 Sep 22, the Chief, Air Force Reserve approved the AFR FY23 Officer and Enlisted Bonus Incentive List. MAJCOM and Career Functional Managers validated incentive DAFSCs priorities using AFRC's 1-N methodology, assessing mission need and applying military judgment. Incentives were granted as either **MAJCOM-Wide, Retraining, or By-Location**.

A. MAJCOM-Wide eligibility list. All AFR traditional/individual reservists assigned to an identified bonus DAFSC and meet the eligibility requirements in accordance with prescribed Air Force policy and law.

A. Retraining eligibility list. Limited to seven (7) DAFSCs approved for retraining bonus incentive in FY23. AFR traditional/individual reservists already assigned to a unit in a non-incentive AFSC may retrain into one of these seven specific DAFSCs and meet the eligibility requirements in accordance with prescribed Air Force policy and law.

B. By-Location eligibility list. AFR traditional/individual reservists assigned to a bonus DAFSC at a specific wing identified as a by-location bonus DAFSC in this guide and meet the eligibility requirements in accordance with prescribed Air Force policy and law. By-Location bonus eligibility has been identified at the attached wing level, to include geographically separated units, unless otherwise specified as excluded.

C. Affiliation bonus incentive DAFSCs are identified with an asterisk star (*).

- Officer affiliation DAFSCs identified with an asterisk star (*) may be entitled to a \$20,000 bonus with a three (3) year contract. DAFSCs not identified with an asterisk star (*) may be entitled to a \$10,000 affiliation bonus with a three (3) year contract. The member must meet all eligibility requirements IAW Air Force policy and law.
- Enlisted affiliation DAFSCs identified with an asterisk star (*) may be entitled to a \$20,000 bonus with a six (6) year contract. DAFSCs not identified with an asterisk star (*) may be entitled to a \$10,000 affiliation bonus with a six (6) year contract. The member must meet all eligibility requirements IAW Air Force policy and law.

MAJCOM-WIDE BONUS ELIGIBILITY LIST

OFFICER	
DAFSC	TITLE
11BX	Bomber Pilot
11FX	Fighter Pilot
11HX	Rescue Pilot
11MX*	Mobility Pilot
12BX	Bomber Combat Systems Officer
12HX	Rescue Combat Systems Officer
12MX	Mobility Combat Systems Officer
12SX	Special Operations Combat Systems Officer
13SX*	Space Operations
14FX	Information Operations
14NX*	Intelligence
15AX	Operations Research Analyst
17DX*	Warfighter Communications Operations
17SX	Cyberspace Effects Operations
19ZX*	Special Warfare

*Affiliation bonus - \$20K

ENLISTED	
DAFSC	TITLE
1A0X1*	In-Flight Refueling Specialist
1A1X1*	Flight Engineer
1A2X1	Aircraft Loadmaster
1A3X1	Airborne Mission Systems Specialist
1A6X1	Flight Attendant
1A8X0	Airborne Cryptologic Language Analyst
1A8X1	Airborne Cryptologic Language Analyst
1A8X2	Airborne ISR Operator
1A9X1	Special Mission Aviator
1B4X1	Cyber Warfare Operations
1C5X1	Command & Control Battle Management Ops
1C6X1	Space Systems Operations
1N0X1	All Source Intelligence
1N2X1	Signals Intelligence Analyst
1N3X1	Cryptologic Intelligence Superintendent
1N4X1	Cyber Intelligence
1T0X1*	Survival, Evasion, Resistance, and Escape
1U0X1	Sensor Operator
1Z1X1*	Pararescue
1Z3X1*	Tactical Air Control Party (TACP)
2A2X1	SOF/PR Integrated Comm/Nav/Mission Sys

DAFSC	TITLE
2A2X2	SOF/PR Integrated Instrument & Flt Cont Sys
2A3X3	Tactical Aircraft Maintenance
2A3X5	Advanced Fighter Aircraft Integrated Avionics
2A3X7	Tactical Aircraft Maintenance (5th Generation)
2A5X1	Airlift/Special Mission Aircraft Maintenance
2A6X1	Aerospace Propulsion
2A6X2	Aerospace Ground Equipment
2A6X4*	Aircraft Fuel Systems
2A6X5*	Aircraft Hydraulic Systems
2A6X6	Aircraft Electrical and Environmental Systems
2A7X1	Aircraft Metals Technology
2A7X2	Nondestructive Inspection
2A7X5	Low Observable Aircraft Structural Maintenance
2A8X1	Mobility Air Forces Integrated Comm/Nav/Mission Sys
2A9X1	Bomber/Special Integrated Comm/Nav/Mission Sys
2A9X2	Bomber/Special Integrated Instrument & Flt Control Sys
2A9X3	Bomber/Special Electronic Warfare & Radar Surveillance Integrated Avionics
2R0X1	Maintenance Management Analysis
2R1X1	Maintenance Management Production
2T1X1	Ground Transportation
2T3X0	Vehicle Management
2T3X1	Mission Generation Vehicular Equipment Maintenance
2W0X1	Munitions Systems
3E4X1*	Water and Fuel Systems Maintenance
3E8X1*	Explosive Ordnance Disposal
3F2X1*	Education and Training
3N0X6	Public Affairs
5J0X1	Paralegal
6F0X1	Financial Management & Comptroller

*Affiliation bonus - \$20K

RETRAINING ELIGIBILITY LIST

OPEN TO RETRAINING BONUS

DAFSC	TITLE
1A0X1	In-Flight Refueling Specialist
1A1X1	Flight Engineer
1T0X1	Survival, Evasion, Resistance, and Escape
1Z1X1	Pararescue
3E8X1	Explosive Ordnance Disposal
3F2X1	Education and Training
5J0X1	Paralegal

BY-LOCATION BONUS ELIGIBILITY LIST

OFFICER

DAFSC	TITLE	LOCATION
12RX	Recon/Sur/Elect Warfare Combat Systems Officer	513 AIR CONTROL GP, TINKER AFB, OK
32EX	Civil Engineering	624 REGIONAL SUPPORT GP, JB HICKAM, HI
44RX	Diagnostic Radiologist	910 AIRLIFT WG, YOUNGSTOWN WARREN ARS, OH

ENLISTED

DAFSC	TITLE	LOCATION
1C3X1	Command & Control Operations	419 FIGHTER WG, HILL AFB, UT
		507 AIR REFUELING WG, TINKER AFB, OK
		931 AIR REFUELING WG, MCCONNELL AFB, KS
1D7X1	Cyber Defense Operations	960 CYBERSPACE WG, LACKLAND AFB, TX
		482 FIGHTER WG, HOMESTEAD ARB, FL
		442 FIGHTER WG, WHITEMAN AFB, MO
		914 AIR REFUELING WG, NIAGARA FALLS ARS, NY
		302 AIRLIFT WG, PETERSON SFB, CO
1D7X1R	Cyber Defense Operations	911 AIRLIFT WG, PITTSBURGH ARS, PA
2A3X4	Fighter Aircraft Integrated Avionics	442 FIGHTER WG, WHITEMAN AFB, MO
2A5X4	Refuel/Bomber Aircraft Maintenance	931 AIR REFUELING WG, MCCONNELL AFB, KS
		307 BOMB WG, BARKSDALE AFB, LA
2A7X3	Aircraft Structural Maintenance	302 AIRLIFT WG, PETERSON SFB, CO
		932 AIRLIFT WG, SCOTT AFB, IL
		910 AIRLIFT WG, YOUNGSTOWN WARREN ARS, OH
		442 FIGHTER WG, WHITEMAN AFB, MO
2A8X2	Mobility Air Forces Integrated Instrument & Flt Control Sys	910 AIRLIFT WG, YOUNGSTOWN WARREN ARS, OH
		931 AIR REFUELING WG, MCCONNELL AFB, KS
2F0X1	Fuels	307 BOMB WG, BARKSDALE AFB, LA
		919 SPECIAL OPERATIONS WG, DUKE FLD, FL
		439 AIRLIFT WG, WESTOVER ARB, MA
		459 AIR REFUELING WG, JB ANDREWS, MD
		914 AIR REFUELING WG, NIAGARA FALLS ARS, NY
		940 AIR REFUELING WG, BEALE AFB, CA
		910 AIRLIFT WG, YOUNGSTOWN WARREN ARS, OH
934 AIRLIFT WG, MINNEAPOLIS ST PAUL ARS, MN		

DAFSC	TITLE	LOCATION
2T2X1	Air Transportation	610 AIR OPERATIONS GP, MARCH ARB, CA
		512 AIRLIFT WG, DOVER AFB, DE
		512 AIRLIFT WG, JB LANGLEY-EUSTIS, VA (PAS: T4)
		914 AIR REFUELING WG, NIAGARA FALLS ARS, NY
		908 AIRLIFT WG, MAXWELL AFB, AL
		913 AIRLIFT GP, LITTLE ROCK AFB, AR
		434 AIR REFUELING WG, GRISSOM ARB, IN
		507 AIR REFUELING WG, TINKER AFB, OK
		403 WG, KEESLER AFB, MS
3E0X1	Electrical Systems	442 FIGHTER WG, WHITEMAN AFB, MO
		944 FIGHTER WG, LUKE AFB, AR
		307 BOMB WG, BARKSDALE AFB, LA
		434 AIR REFUELING WG, GRISSOM ARB, IN
		445 AIRLIFT WG, WRIGHT PATTERSON AFB, OH
		624 REGIONAL SUPPORT GP, JB HICKAM, HI
		914 AIR REFUELING WG, NIAGARA FALLS ARS, NY
		940 AIR REFUELING WG, BEALE AFB, CA
3E0X2	Electrical Power Production	302 AIRLIFT WG, PETERSON SFB, CO
		307 BOMB WG, BARKSDALE AFB, LA
		419 FIGHTER WG, HILL AFB, UT
		442 FIGHTER WG, WHITEMAN AFB, MO
		349 AIR MOBILITY WG, TRAVIS AFB, CA
		434 AIR REFUELING WG, GRISSOM ARB, IN
		624 REGIONAL SUPPORT GP, JB HICKAM, HI
		507 AIR REFUELING WG, TINKER AFB, OK
		914 AIR REFUELING WG, NIAGARA FALLS ARS, NY
		940 AIR REFUELING WG, BEALE AFB, CA
		622 CIVIL ENGINEER GP, DOBBINS ARB, GA
908 AIRLIFT WG, MAXWELL AFB, AL		
3E1X1	Heating, Ventilation, AC, & Refrigeration	934 AIRLIFT WG, MINNEAPOLIS ST PAUL ARS, MN
		452 AIR MOBILITY WG, MARCH ARB, CA
3E2X1	Pavements and Construction Equipment	914 AIR REFUELING WG, NIAGARA FALLS ARS, NY
		419 FIGHTER WG, HILL AFB, UT
		442 FIGHTER WG, WHITEMAN AFB, MO
		434 AIR REFUELING WG, GRISSOM ARB, IN
		914 AIR REFUELING WG, NIAGARA FALLS ARS, NY
		302 AIRLIFT WG, PETERSON SFB, CO
		622 CIVIL ENGINEER GP, DOBBINS ARB, GA
908 AIRLIFT WG, MAXWELL AFB, AL		

DAFSC	TITLE	LOCATION
3E4X3	Pest Management	301 FIGHTER WG, FORT WORTH NAS JRB, TX
3E5X1	Engineering	512 AIRLIFT WG, DOVER AFB, DE
		934 AIRLIFT WG, MINNEAPOLIS ST PAUL ARS, MN
		442 FIGHTER WG, WHITEMAN AFB, MO
3E6X1	Operations Management	914 AIR REFUELING WG, NIAGARA FALLS ARS, NY
		442 FIGHTER WG, WHITEMAN AFB, MO
3E7X1	Fire Protection	434 AIR REFUELING WG, GRISSOM ARB, IN
		442 FIGHTER WG, WHITEMAN AFB, MO
		908 AIRLIFT WG, MAXWELL AFB, AL
		910 AIRLIFT WG, YOUNGSTOWN WARREN ARS, OH
3P0X1	Security Forces	301 FIGHTER WG, FORT WORTH NAS JRB, TX
		310 SPACE WG, SCHRIEVER SFB, CO
		442 FIGHTER WG, WHITEMAN AFB, MO
		315 AIRLIFT WG, JB CHARLESTON AFB, SC
		349 AIR MOBILITY WG, TRAVIS AFB, CA
		445 AIRLIFT WG, WRIGHT PATTERSON AFB, OH
		446 AIRLIFT WG, JB LEWIS-MCCHORD, WA
		459 AIR REFUELING WG, JB ANDREWS, MD
		512 AIRLIFT WG, DOVER AFB, DE
		914 AIR REFUELING WG, NIAGARA FALLS ARS, NY
		916 AIR REFUELING WG, SEYMOUR JOHNSON AFB, NC
		927 AIR REFUELING WG, MACDILL AFB, FL
		931 AIR REFUELING WG, MCCONNELL AFB, KS
		940 AIR REFUELING WG, BEALE AFB, CA
4A2X1	Biomedical Equipment	910 AIRLIFT WG, YOUNGSTOWN WARREN ARS, OH
4B0X1	Bioenvironmental Engineering	446 AIRLIFT WG, JB LEWIS-MCCHORD, WA